



TRAINING FOR
ELECTRICIANS LTD



SAFEGUARDING & PREVENT POLICY

Commitment to Safeguarding, Child
Protection and the Prevent Duty

2026



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1. Policy Definition & Scope

1.1 This policy is managed by the Senior Leadership Team of Training for Electricians Ltd. It is formally reviewed on an annual basis, and where updates are required, these will be approved by the Designated Safeguarding Lead (DSL) and ratified by the Senior Leadership Team.

1.2 The policy applies to all education and training delivered by Training for Electricians Ltd, including on-site classroom teaching, practical workshop delivery, workplace learning, and any distance or blended learning provision.

1.3 The purpose of this policy is to set out the organizations principles and commitments in safeguarding children and vulnerable adults, while also protecting staff, volunteers, and partners in carrying out their professional duties. It applies across all Training for Electricians Ltd training centers, external venues, and work placements.

1.4 This policy provides an overview of the statutory requirements of the Prevent Duty, outlines Training for Electricians Ltd's approach to compliance, and details how the necessary arrangements are met. Further operational details are set out in linked safeguarding procedures and associated policies.

1.5 For the purpose of this policy:

- A child is defined as anyone under the age of 18.
- A vulnerable adult is defined as an individual over the age of 18 who may have a mental or physical disability, illness, or condition which makes them unable to care for themselves, or who may be unable to keep themselves safe from the risk of significant harm, abuse, neglect, exploitation, or radicalisation.
- Staff refers to anyone working for or on behalf of Training for Electricians Ltd, whether employed, contracted, sessional, full-time, part-time, or voluntary.

1.6 Training for Electricians Ltd is committed to taking all reasonable steps to promote and safeguard the welfare of every learner. The organisation works within all legislative safeguarding requirements and complies fully with the statutory Prevent Duty. The Prevent Duty defines extremism as:

“Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs, as well as calls for the death of members of our armed forces, whether in this country or overseas.”

Training for Electricians Ltd actively promotes these British values through teaching, learning, and the wider curriculum.

1.7 All staff are expected to understand that safeguarding is everyone's responsibility. Staff must remain alert to the signs and indicators of abuse or neglect and take prompt action by following the reporting procedures outlined in this policy. Where appropriate, Training for Electricians Ltd will work in partnership with other professionals and agencies to ensure a coordinated response.

1.8 Training for Electricians Ltd ensures staff are able to identify learners who currently have, or previously had, a social worker. Staff are expected to:

- Know who these learners are.
- Understand their academic progress and maintain high aspirations for them.
- Recognise and respond to the challenges such learners may face.
- Make reasonable adjustments to provide additional support where required.

1.9 This policy ensures that Training for Electricians Ltd has the necessary arrangements, systems, and resources in place to protect children and vulnerable adults from harm. The organisation recognises that learners who experience abuse or witness violence may struggle to build self-worth, and that for some learners the training centre may represent the only stable and secure environment in their lives. Training for Electricians Ltd will therefore endeavour to support learners through:

- A positive ethos where learners feel safe, secure, and valued.
- Access to appropriate support services.
- Effective liaison with external agencies such as social services, safeguarding boards, and other relevant professionals.

2. Statutory Framework

In order to safeguard and promote the welfare of all learners, Training for Electricians Ltd will act in accordance with the following legislation and statutory guidance:

- Keeping Children Safe in Education (2024) – statutory guidance for all education providers on safeguarding responsibilities.
- The Children Act (1989 and 2004) – establishing duties to protect the welfare of children and promote their well-being.
- The Education Act (2002, Section 175) – placing a duty on education providers to safeguard and promote the welfare of children.
- Mandatory Reporting of Female Genital Mutilation – Procedural Information (2020) – setting out the legal responsibility of teachers and professionals to report known cases of FGM in under 18s to the police.
- Inspecting Safeguarding in Early Years, Education and Skills Settings (2019) – Ofsted guidance on how safeguarding is inspected and evaluated in education and training environments.
- Working Together to Safeguard Children (2023) – statutory guidance on inter-agency working to safeguard and promote the welfare of children.
- The Care Act (2014) – establishing safeguarding duties in relation to vulnerable adults.
- Care and Support Statutory Guidance (updated July 2025) – statutory guidance under the Care Act 2014, setting out how local authorities and partner organisations should safeguard adults with care and support needs.
- The Prevent Duty Guidance (2023) – statutory guidance under the Counter-Terrorism and Security Act 2015, placing a duty on education and training providers to have due regard to the need to prevent people from being drawn into terrorism.
- The Children (Performance and Activities) Regulations (2014) and A Guide to Child Performance Licensing (2020) – ensuring that where children are involved in public activities or work-based learning, their safety and welfare are prioritised.

Training for Electricians Ltd is committed to full compliance with these statutory frameworks and will implement robust policies, procedures, and staff training to ensure safeguarding and Prevent responsibilities are met at all times.

3. Aims of the Policy

3.1 The aims of this Safeguarding & Prevent Policy are to:

- Clarify standards of behaviour for staff and learners, raising awareness of safeguarding and child protection issues affecting children and adults.
- Provide clear procedures for identifying and reporting actual or suspected cases of abuse, neglect, or radicalisation.
- Alert staff to the signs and indicators of safeguarding issues and ensure prompt action is taken.
- Operate safe recruitment procedures to ensure all staff and volunteers are suitable to work with children and vulnerable adults.
- Support learners who have experienced abuse or neglect, including through referral to appropriate specialist services.
- Establish a safe, supportive, and inclusive environment in which learners can develop personally and professionally.
- Ensure learners feel secure, encouraged to talk openly, and confident that staff will listen to and act on their concerns.
- Reduce risks of learners being exposed to violence, extremism, exploitation, or victimisation.

3.2 In order to meet these safeguarding aims, Training for Electricians Ltd will:

- Appoint a Designated Safeguarding Lead (DSL), Heidi Strickland, responsible for safeguarding and the Prevent Duty across the organisation.

- Appoint a Deputy DSL (DDSL), Stuart Gallagher, to support the DSL and deputise when necessary.
- Ensure all staff are made aware of safeguarding systems and procedures through induction and ongoing training, including annual safeguarding training covering the latest version of Keeping Children Safe in Education (KCSIE) and the Care and Support Statutory Guidance.
- Ensure all staff and relevant external partners understand their safeguarding responsibilities and know how to contact the DSL/DDSL, with contact details clearly published within this policy and displayed within the training centre.
- Ensure staff are alert to the signs of abuse and neglect and understand how to refer concerns promptly and appropriately.
- Notify commissioning schools or academies in the first instance where there are safeguarding concerns relating to a learner, and work collaboratively with them to agree appropriate next steps.
- Notify Social Services, local safeguarding partnership boards, or other relevant agencies where safeguarding thresholds are met, including cases of unexplained absence of learners subject to a child protection plan.
- Develop effective working relationships with external safeguarding agencies and cooperate fully with safeguarding investigations when required.
- Keep accurate written records of safeguarding concerns, even where no referral is required at the time, using secure safeguarding logs and chronologies maintained by the DSL/DDSL.
- Ensure safeguarding records are stored securely, separate from academic records, and in accordance with Data Protection legislation and UK GDPR.
- Follow strict procedures where allegations are made against staff, ensuring learner safety, fairness, and due process, and inform commissioning schools or academies of such allegations and the actions taken, where appropriate.
- Apply safer recruitment practices in line with Keeping Children Safe in Education (KCSIE) 2025 and the organisation's Safer Recruitment Policy.

4. Responsibilities

4.1 All Staff will:

- Familiarise themselves with this Safeguarding & Prevent Policy and its associated procedures.
- Read and comply with Part 1 of Keeping Children Safe in Education (KCSIE) 2025.
- Be alert to the signs of abuse, neglect, or radicalisation, and act in line with this policy if concerns arise.
- Report safeguarding concerns immediately to the Designated Safeguarding Lead (DSL) or Deputy DSL (DDSL).
- Raise concerns about poor or unsafe safeguarding practice with the DSL or, where appropriate, the Head of the Provision / Managing Director, in line with whistleblowing procedures.
- Undertake annual safeguarding and Prevent training, with updates provided where statutory guidance changes.
- Understand procedures for dealing with child-on-child abuse and safeguarding concerns involving adults.

4.2 The Managing Director will:

- Support the DSL in fulfilling their safeguarding responsibilities.
- Ensure safeguarding is prioritised at Board and Senior Leadership level.
- Ensure safeguarding concerns and actions are appropriately followed up and reported to relevant stakeholders, including commissioning schools or academies where applicable.

4.3 The Designated Safeguarding Lead (DSL) will:

- Act as the central point of contact for all safeguarding and Prevent concerns.
- Coordinate safeguarding actions within Training for Electricians Ltd and liaise with external agencies as required.
- Monitor all safeguarding concerns and ensure they are followed up in a timely, professional manner.
- Ensure secure, accurate record-keeping of all safeguarding information and maintain safeguarding chronologies.
- Act as a source of advice, support, and expertise for staff on safeguarding and Prevent issues.

- Lead on referrals to external agencies, including Social Services and the Channel programme, except where the concern relates to a learner attending from a commissioned school or academy, in which case the concern will be reported to the DSL of the commissioning school or academy, who will lead on the referral.
- Promote a culture of listening to learners and ensuring their views are considered.
- Liaise with the Managing Director and external agencies (e.g. Social Services, Police, LADO) where required.
- Undertake Level 3 Designated Safeguarding Lead / Designated Safeguarding Officer (DSL/DSO) training, refreshed at least every two years, in line with statutory guidance.
- Ensure that all Deputy DSLs undertake Level 3 DSL/DSO training and are appropriately trained and able to deputise effectively.
- Ensure safeguarding policies are public, accessible, and understood by staff, learners, parents/carers, and relevant partners.
- Monitor safeguarding training compliance and ensure this is recorded on the organisation's safeguarding training log, rather than a school Single Central Record, in line with Training for Electricians Ltd's operational model.
- Make referrals to the Local Authority, Social Care, or Channel Panel where safeguarding thresholds are met for learners who are not attending on a commissioned place from a school or academy.
- Where a learner is attending from a commissioned school or academy, report safeguarding concerns to the DSL of the commissioning school or academy, who will lead on any external referrals.
- Undertake biannual advanced training relevant to the role of DSL and the Prevent Duty, in line with statutory guidance.

4.4 The Deputy DSL will:

- Assume full safeguarding responsibilities when deputising for the DSL.
- Receive regular training and updates on current safeguarding and Prevent practice, including bi-annual Level 3 Designated Safeguarding Lead / Designated Safeguarding Officer (DSL/DSO) training, in line with statutory guidance.
- Follow up safeguarding concerns reported to them in a timely and professional manner.

4.5 The HR Team will:

- Operate safer recruitment procedures in line with statutory guidance and organisational policy.
- Ensure new staff receive safeguarding induction, including Keeping Children Safe in Education (KCSIE) Part 1 and the Staff Code of Conduct.
- Monitor DBS and other pre-employment checks, ensuring risk assessments are completed where required.
- Manage allegations against staff in consultation with the DSL and Local Authority Designated Officer (LADO) where applicable.
- Maintain compliance records relating to recruitment and safeguarding checks in line with organisational processes (not a school Single Central Record).

4.6 The Senior Leadership Team will:

- Ensure a Designated Safeguarding Lead (DSL) is in place for Training for Electricians Ltd, who is suitably trained in line with Keeping Children Safe in Education (KCSIE) expectations.
- Maintain safeguarding policies and procedures which comply with statutory requirements and are reviewed and updated annually.
- Ensure appropriate codes of conduct are in place for staff and learners.
- Ensure robust recruitment and selection policies are in place.
- Contribute to inter-agency working in line with Working Together to Safeguard Children (the latest version).
- Monitor safeguarding arrangements and ensure they align with Local Safeguarding Children Partnership procedures.

- Ensure appropriate safeguarding responses are in place for learners missing from education, including ensuring that commissioning schools or academies are informed each day that a learner does not attend the setting.
- Oversee safeguarding and Prevent training for all staff.
- Ensure procedures exist to handle allegations against staff or volunteers.

5. Staff Training, Support & Supervision

5.1 At induction, all staff will be provided with:

- A copy of this Safeguarding & Prevent Policy.
- Keeping Children Safe in Education (KCSIE) 2025, Part 1 (and Annex A where appropriate).
- The Staff Code of Conduct.
- The Behaviour & Attitudes Policy.

5.2 Volunteers, supply staff, and regular visitors will be given a safeguarding notice, introduced to the DSL and DDSL, and informed of procedures for raising safeguarding concerns.

5.3 Training for Electricians Ltd recognises that staff involved in safeguarding cases may find situations stressful or upsetting. Support will be provided through supervision, line management, and, where necessary, access to appropriate wellbeing or counselling services.

6. Safer Recruitment & Selection of Staff

6.1 Training for Electricians Ltd is committed to safer recruitment practices, in line with Keeping Children Safe in Education (KCSIE) 2025 and relevant statutory guidance.

6.2 The organisation's commitment to safeguarding is made clear in all job adverts, recruitment packs, and promotional materials.

6.3 Recruitment processes are designed to:

- Establish candidates' commitment to safeguarding.
- Identify, deter, or reject individuals who may pose a risk to children and vulnerable adults.

6.4 All staff with substantial access to learners are subject to:

- Identity verification.
- Reference checks.
- Qualification verification.
- Enhanced DBS checks, including barred list checks where applicable.
- Right-to-work checks in line with UK law.

6.5 Training for Electricians Ltd will maintain secure recruitment and vetting records in line with statutory guidance and organisational procedures (not a school Single Central Record).

6.6 Where staff begin work before their DBS check has been returned, they will not be left unsupervised and a risk assessment will be completed and reviewed.

6.7 Volunteers not engaged in regulated activity will always be supervised. Regular volunteers will undergo an enhanced DBS check where appropriate.

7. Staff Expectations

7.1 All staff at Training for Electricians Ltd:

- Have a duty to safeguard all learners, regardless of age, background, or vulnerability.
- Must familiarise themselves with this policy and related safeguarding procedures.
- Are expected to identify concerns early and provide help to learners to prevent issues from escalating.
- Must know how to contact the DSL/DDSL, Centre Manager, and safeguarding leads.
- Will be trained in information sharing and reporting safeguarding concerns appropriately.
- Should recognise that safeguarding concerns may arise both inside and outside the training environment.
- Must remain vigilant to the risks of exploitation, abuse, and radicalisation affecting young people and vulnerable adults.

7.2 Staff are also expected to:

- Understand and follow procedures on child-on-child abuse, learners missing from education, persistent absence, and mental health support.
- Record safeguarding concerns promptly and accurately.
- Raise concerns about unsafe safeguarding practice with the Senior Leadership Team.
- Recognise additional barriers to identifying abuse in learners with SEND or health conditions.
- Be aware of their legal duty to report cases of Female Genital Mutilation (FGM) to the police where they suspect or are informed that a girl under 18 has been subjected to FGM.
- Report concerns about radicalisation or terrorism to the DSL/DDSL.
- Understand that upskirting is a criminal offence.
- Be aware of whistleblowing procedures.
- Engage with parents/carers to promote safeguarding and learner welfare.
- Maintain a professional attitude of “it could happen here” when it comes to safeguarding.

8. Managing Allegations Against Staff

8.1 Training for Electricians Ltd recognises that a learner may make an allegation against a member of staff or volunteer, including allegations that a learner has been abused and/or harmed. All allegations will be treated seriously, fairly, and in accordance with statutory guidance (Keeping Children Safe in Education (KCSIE) 2025).

8.2 Allegations must be reported immediately to the Designated Safeguarding Lead (DSL) and the Managing Director. Where the allegation concerns the DSL, it must be reported to the Managing Director or another Senior Leader, who will liaise directly with the Local Authority Designated Officer (LADO).

8.3 A Case Manager will be appointed to oversee the allegation process and will act on the advice of the LADO. Decisions regarding suspension, investigation, or referral to external agencies will follow statutory procedures.

8.4 If a member of staff suspects that a learner is being abused and/or harmed by another staff member, they must report the concern confidentially to the DSL and the Managing Director without delay.

8.5 Training for Electricians Ltd will follow local safeguarding procedures, statutory guidance, and the advice of the LADO for all allegations against staff or volunteers.

9. Whistleblowing

9.1 Training for Electricians Ltd recognises that safeguarding can only be effective where staff feel safe to raise concerns. Staff are expected to raise concerns about unsafe practice, poor safeguarding arrangements, or the behaviour of colleagues.

9.2 Concerns should be raised with the DSL or the Managing Director. Where concerns involve the Managing Director, they should be raised with another member of the Senior Leadership Team.

9.3 If staff feel unable to raise concerns internally, they may contact the [NSPCC Whistleblowing Helpline \(0800 028 0285\)](https://www.nspcc.org.uk/08000280285).

9.4 No member of staff will suffer detriment for raising safeguarding concerns in good faith.

10. Procedure for Dealing with Disclosures & Reporting Concerns

10.1 Any suspicion, allegation, or disclosure of abuse must be reported immediately to the DSL or DDSL.

10.2 Staff must not:

- Promise confidentiality.
- Ask leading questions.
- Express personal opinions or criticise the alleged abuser.

10.3 When a learner discloses information, the staff member should:

- Listen calmly and carefully.
- Record the disclosure as soon as possible, using the learner’s own words.
- Include the date, time, names of those present, and factual details of what was said or observed.
- Pass the record securely to the DSL/DDSL without delay.

10.4 The DSL/DDSL will decide on the appropriate course of action, which may include referral to Social Services, the Police, or Prevent.

10.5 All safeguarding records will be kept securely and separate from main learner files.

11. Types of Concerns

Staff must refer to the safeguarding team if they have concerns that a learner may be experiencing, or at risk of experiencing, any of the following:

- Sexual abuse (past or present).
- Self-harm, suicidal thoughts, or eating disorders.
- Physical abuse (past or present).
- Disclosure from another learner, parent, or carer that abuse is occurring.
- Unexplained injuries such as bruises, burns, or cuts.
- General concerns about welfare, neglect, or safety.

Further examples of harm and safeguarding concerns are set out in Annex B of Keeping Children Safe in Education (KCSIE).

12. Neglect or Emotional Abuse

- Staff must remain alert to signs of neglect or emotional abuse, which may include:
- Lack of adequate food, clothing, or hygiene.
- Sudden weight loss or failure to thrive.
- Extreme passivity, aggression, or attention-seeking behaviour.
- Low self-esteem or constant self-depreciation.
- Untreated medical conditions.
- Persistent tiredness, withdrawal, or social isolation.

13. Peer-on-Peer Abuse (Child-on-Child)

13.1 Training for Electricians Ltd has zero tolerance for abuse between learners. Bullying, harassment, sexual violence, and sexual harassment will be taken seriously and managed in line with safeguarding procedures.

13.2 Staff must be particularly vigilant around issues of:

- Child-on-child sexual violence and harassment.
- Exploitation through relationships or peer groups.
- County Lines involvement.
- Online harassment or coercion.

14. Children Missing from Education

14.1 Repeated or unexplained absence can be an indicator of safeguarding risk. This may include abuse, exploitation, criminal activity, or radicalization.

14.2 Training for Electricians Ltd will notify the Local Authority where:

- A learner fails to attend regularly.
- A learner is absent for 5 consecutive days without explanation.
- A learner is withdrawn due to moving out of the local area, home education, or other significant reasons.

14.3 To reduce risks, the organization will:

- Hold at least two emergency contact numbers for each learner.
- Monitor attendance closely, with DSL oversight.
- Follow up all unexplained absences promptly.

15. Record Keeping

15.1 All safeguarding records will be kept securely, separate from academic records, and accessible only to the DSL and DDSL.

15.2 Records will include a chronology of concerns, actions taken, and outcomes.

15.3 When a learner moves to another provider, safeguarding files will be transferred securely and in a timely manner.

16. Information Sharing & Confidentiality

16.1 Training for Electricians Ltd acknowledges that safeguarding matters are confidential but not secret. Information will be shared on a need-to-know basis in line with the **Data Protection Act 2018** and **UK GDPR**.

16.2 Staff cannot promise learners that information will be kept confidential where there is a safeguarding concern.

16.3 The DSL/DDSL may share safeguarding information with external agencies without consent if doing so is necessary to protect a learner from harm.

16.4 All safeguarding information is considered “special category personal data” and will be stored and transmitted securely.

17. Monitoring & Evaluation

17.1 The Senior Leadership Team, led by the Designated Safeguarding Lead (DSL), will review safeguarding policies and procedures annually.

17.2 Monitoring will include:

- Annual safeguarding audits.
- Staff and learner surveys.
- Review of attendance and safeguarding logs.
- Monitoring of safer recruitment records and compliance logs, including DBS checks, right-to-work checks, references, and risk assessments, which are maintained securely in line with organisational procedures.
- Review of bullying, behaviour, and incident reports.

18. Prevent

18.1 The **Counter Terrorism & Security Act 2015** places a duty on all Relevant Further Education Bodies (RFEBs) to have due regard to the need to prevent people from being drawn into terrorism. This statutory responsibility is known as the Prevent Duty.

18.2 In implementing the Prevent Duty, *Training for Electricians Ltd* commits to:

- Protecting the safety and wellbeing of all staff, learners, and visitors, ensuring none are drawn into or become victims of radicalisation or extremist activity.
- Upholding the legislative requirements while championing freedom of speech and academic freedom within the law, with appropriate responsibilities.
- Ensuring the Prevent Duty is implemented proportionately and in a risk-based manner, reflecting the organization’s training context.

18.3 The legal definition of terrorism under the **Terrorism Act 2000** is:

“The use or threat of action which involves serious damage to property; endangers a person’s life; creates a serious risk to the health and safety of the public; or is designed to interfere seriously with an electronic system. The use or threat must be designed to influence the government or to intimidate the public, and must be made for the purpose of advancing a political, religious, racial or ideological cause.”

19.4 Extremism may take the form of extremist behaviour or acts. The Prevent Duty defines extremism as:

“Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs, as well as calls for the death of members of our armed forces, whether in this country or overseas.”

19.5 Training for Electricians Ltd believes extremist ideologies undermine freedom of speech and the values of education. Freedom of speech and academic freedom are recognised and respected, but will always be balanced with safeguarding responsibilities.

19.6 Governance

The Senior Leadership Team has overall responsibility for compliance with the Prevent Duty.

Day-to-day leadership and implementation of the Prevent Duty are delegated to the Designated Safeguarding Lead (DSL), Heidi Strickland, supported by the Deputy DSL, Stuart Gallagher.

This policy, alongside Prevent risk assessments and action plans, will be reviewed annually by the Senior Leadership Team or sooner where statutory guidance changes.

19.7 Prevent Risk Assessment & Action Plan

Training for Electricians Ltd conducts formal Prevent risk assessments using the government Prevent Duty Risk Assessment template for Further Education and Skills Providers, in line with statutory guidance.

Prevent risk assessments are used to identify how learners, staff, or visitors may be at risk of radicalisation. Risks are assessed in relation to, but not limited to:

Learner welfare and vulnerability

Equality, diversity, and inclusion

Online and digital learning environments

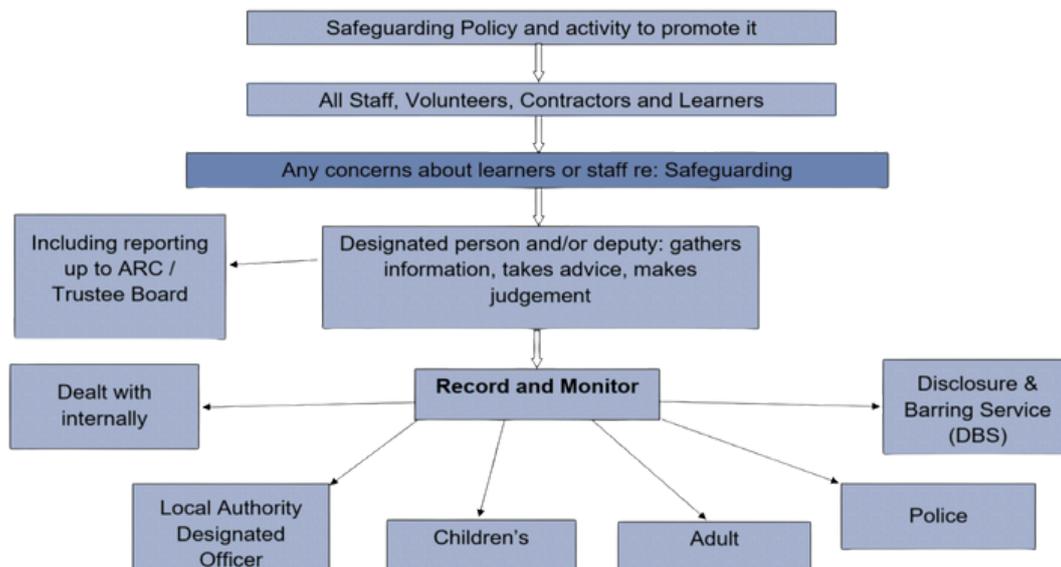
Workshops and practical training spaces

Off-site training, work placements, and employer engagement

Site security and external access

Prevent risk assessments are reviewed at least annually by the DSL and Senior Leadership Team, and following any significant change to provision, learner profile, or risk context.

An action plan is maintained and monitored to mitigate identified risks, with actions recorded, reviewed, and updated as required.



19.8 External and Visiting Speakers / Events

- All external speakers and events are subject to approval procedures.
- A risk-based approach will be used to assess proposed events, ensuring compliance with Prevent and safeguarding duties.
- In exceptional circumstances, the organisation reserves the right to prohibit events where speakers promote hatred, discrimination, or violence.

19.9 Staff Training

All staff will receive Prevent training during induction and as part of ongoing safeguarding refresher training, appropriate to their role and level of responsibility.

Prevent training for staff will be refreshed at least bi-annually, ensuring awareness remains up to date and aligned with the organisation's safeguarding arrangements.

The Designated Safeguarding Lead (DSL) and Deputy DSL (DDSL) will receive advanced Prevent training every two years, in line with statutory guidance and role expectations.

Prevent training will support staff to understand:

- The risks and indicators of radicalisation
- How vulnerabilities may present in learners
- How to raise and respond to Prevent concerns appropriately
- Prevent training may include the Home Office Prevent duty training modules, including refresher awareness courses, or other approved training platforms suitable for further education and skills providers.
- Prevent training compliance will be recorded and monitored through the organisation's safeguarding and training records, in line with Training for Electricians Ltd's operational systems.

19.10 Social Media

Training for Electricians Ltd monitors its own social media channels to ensure they are not used to promote extremist views or inappropriate content.

Learners and staff will be educated on the safe and responsible use of social media, with clear procedures in place for reporting and addressing concerns.

Staff are instructed not to add or accept learners under the age of 18 on personal social media platforms, including professional networking sites such as LinkedIn and other similar platforms. Professional boundaries must be maintained at all times in line with the Staff Code of Conduct and safeguarding expectations.

19.11 Learner Engagement

Prevent awareness is embedded within the curriculum, including through the promotion of British values.

Learners are encouraged to discuss safeguarding and wellbeing concerns in a safe and open environment and can raise concerns through clear and accessible routes, including:

- Speaking directly to a member of staff, tutor, or assessor
- Contacting the Designated Safeguarding Lead (DSL) or Deputy DSL (DDSL)
- Emailing the safeguarding team via the organisation's designated safeguarding email address

Learner feedback and concerns are considered as part of the Prevent risk assessment and action planning process.

19.12 Safeguarding & Reporting

All Prevent-related concerns will be managed in line with Training for Electricians Ltd's safeguarding procedures and reported immediately to the Designated Safeguarding Lead (DSL) or Deputy DSL (DDSL). Where there is an identified risk of radicalisation, appropriate referrals may be made to the Local Authority Prevent team or the national Channel Programme, in accordance with statutory guidance.

Prevent arrangements do not alter the staff-learner relationship. They exist to ensure staff are confident, informed, and supported in recognising concerns and taking appropriate action where risks of radicalisation are identified.

20. Statutory Responsibilities

In implementing the Prevent Duty, Training for Electricians Ltd is committed to:

- Maintaining a strong focus on the safety, wellbeing, and welfare of learners, staff, and the wider community.
- Promoting freedom of speech and academic freedom responsibly, while ensuring these are balanced with safeguarding responsibilities and legal requirements.
- Applying Prevent arrangements in a proportionate, balanced, and risk-based manner, appropriate to the organisation's training context.

21. Looked After Young People and Care Leavers

21.1

Training for Electricians Ltd recognises that learners who are looked after, or who have previously been in care, may face additional barriers to learning and progression and may require enhanced support to succeed.

21.2

The organisation is committed to:

- Ensuring looked after children and care leavers have equal access to high-quality training and learning opportunities.
- Working in partnership with local authorities, social workers, virtual school teams, and commissioning bodies to ensure learners' individual needs are identified and met.
- Providing appropriate pastoral, academic, and welfare support, including one-to-one support where necessary.
- Ensuring information regarding a learner's care status is shared only with relevant staff on a strict need-to-know basis, in line with data protection requirements.

21.3

Staff, including tutors, assessors, and progress coaches, will be supported to understand the needs of care-experienced learners and will make reasonable adjustments to ensure they feel safe, supported, and able to engage fully with their training.

21.4

Training for Electricians Ltd will maintain high aspirations for looked after children and care leavers, supporting them to achieve their qualifications and progress into employment, apprenticeships, or further education.

22. Policy Summary & Commitment

22.1

Training for Electricians Ltd is fully committed to safeguarding and promoting the welfare of all learners, staff, and visitors. This policy sets out the organisation’s responsibilities under statutory safeguarding and Prevent guidance, and the procedures in place to ensure a safe and supportive learning environment.

22.2

We recognise that safeguarding is everyone’s responsibility. All staff, regardless of role, are expected to remain vigilant, respond appropriately to concerns, and uphold the culture of safety, respect, and inclusivity promoted throughout the organisation.

22.3

This policy reflects our organisational values, which include:

- Protecting children, young people, and vulnerable adults from harm.
- Promoting British values of democracy, the rule of law, liberty, respect, and tolerance.
- Ensuring that freedom of speech and academic freedom are respected within the boundaries of the law.
- Supporting learners to achieve their potential in a safe, positive, and nurturing environment.

22.4

Safeguarding arrangements will be continually reviewed and improved to meet the needs of learners, reflect changes in statutory guidance, and respond to local and national safeguarding priorities.

22.5

This Safeguarding & Prevent Policy will be reviewed annually by the Senior Leadership Team, or sooner where there are changes to legislation, statutory guidance, or organisational provision.

22.6

By working in partnership with learners, parents, carers, staff, external agencies, and the wider community, Training for Electricians Ltd strives to provide a safe, inclusive, and resilient environment where every learner can succeed and thrive.

Revision Tracking Record

Version	Date	Author/Editor	Summary of Changes	Approved By
1.0	28/08/2025	H. Strickland	Initial policy issue	Director
1.1	26/01/2026	H. Strickland	Policy updated following external review to ensure alignment with current safeguarding and Prevent statutory guidance.	Director

Document control table

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