

STUDENT SAFEGUARDING POLICY

Purpose

The purpose of this Safeguarding Policy is to set out our responsibilities, processes and procedures and outline how we will:

- Provide a safe and supportive environment for children and adults at risk who engage with our staff, students, and contractors in the course of our work and Medipro led activities.
- Ensure that staff and students facilitating or supporting programmes and activities working with children and adults at risk have defined responsibilities.
- Ensure that staff and students engaging with children and adults at risk receive relevant safeguarding training and understand their role and responsibilities.
- Ensure that there is a clear reporting and escalation route should staff or students become aware of a safeguarding concern.

Scope

This Policy applies to staff, students and contractors engaging in Medipro-led activity whether on Medipro premises or elsewhere and covers our interaction with children and adults at risk who are current students, prospective students or who are otherwise participating in Medipro related activities including our core activities of teaching and placements.

The policy provides guidance on our internal procedures but acknowledges that it may be appropriate in certain circumstances to report safeguarding concerns about children or adults at risk to a range of external agencies.

Medipro recognises that young people can be at risk of being drawn into extremist ideologies which can lead to a risk of radicalisation. In the context of our Safeguarding Policy, the risk of being drawn into extremist ideologies and radicalisation is a significant safeguarding concern which is of equal weight alongside other forms of abuse and mistreatment of children and adults at risk. A safeguarding concern of this nature would also fall within the scope of Prevent.

In the event that the Medipro-led activity is hosted by another organisation within their own facilities, the host organisation's Safeguarding Policy and related

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procedures will normally take precedence, but members of Medipro engaging in those programmes must also take note of, and act in accordance with our Safeguarding Policy to the extent that this is possible in the particular circumstances.

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We make it clear that we treat everyone with respect, we will not tolerate sexual misconduct, violence or abuse and we will take all reasonable steps to keep our students and staff safe. It is also a principle that “we” means all of us, students and staff.

We recognise that we have a fundamental responsibility to provide an environment in which individuals of all ages, whether staff, student or visitor, may work, learn and develop in a safe environment. This responsibility includes an ethical and moral duty to safeguard children and adults at risk at any time when they are engaging with our staff, students, volunteers and contractors in Medipro-led activities, whether on or off of our premises. This core value is at the heart of our interaction with our wider community and acknowledges that in all our interactions with children and adults at risk, their welfare is of paramount importance.

This policy goes beyond Medipro’s basic legal obligations and seeks to reflect general safeguarding guidance and good practice relating to the further education sector.

Definitions

- Child: References to “child” or “children” in this policy means anyone under the age of 18 years.
- Adult at risk: Medipro bases its definition of an “Adult at Risk” on that used within the Data Protection Act 2018 and defines an Adult at Risk as someone over 18 years of age who (i) has needs for care and support; and (ii) is experiencing, or is at risk of, neglect, or physical, mental or emotional harm; and (iii) as a result of those needs is unable to protect themselves against neglect or harm, or the risk of it.
- Safeguarding Children: In defining our approach towards children, Medipro draws on the definition used by the DfE in Keeping Children Safe in Education 2020 (KCSE). While KCSE only applies to Schools and Colleges, we will play our part in:
 - Protecting children from maltreatment.
 - Preventing impairment of children’s health or development.

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- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children to have the best outcomes.
- Safeguarding Adults at Risk: While Medpro is not subject to the provisions of the Care Act 2014, we draw broadly on this act to inform its policy on safeguarding Adults at Risk. We will play our part to:
 - Ensure that the rights of Adults at Risk are protected to enable them to live in safety, free from abuse and neglect.
 - Ensure that the wellbeing of the Adult at Risk is promoted and that in deciding on any action to be taken we will consider their views, wishes, feelings and beliefs, for example when considering whether to refer concerns to statutory bodies or when seeking support from charitable organisations.
 - However, we recognise that Adults at Risk sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances and may not fully appreciate potential risks to their safety or well-being and therefore it may not always be possible to fully defer to their wishes when seeking the best way forward.
- Medipro: Reference to a “Member of Medipro” includes staff, students and contractors.
- Staff: References to ‘staff’ include all paid Medipro staff whether working on a permanent or temporary contract, apprentices, or engaged as “third party contract staff” working directly for Medipro.
- Student: References to “student” includes all students registered with Medipro, including those based in partner organisations who are registered with Medipro to gain a professional qualification and third party apprentices for whom we provide training.

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- Contractor: Contractors are employed by third party organisations to carry out work on behalf of MediPro. It is the responsibility of the contractor's employer to ensure that all necessary employment and safeguarding suitability checks are completed and to provide assurance to MediPro that this has been done.
- "Work with children or Adults at Risk": Within this policy "Work with children or Adults at Risk" includes all engagement with children and Adults at Risk whether in a professional capacity in connection with the work of MediPro including MCS, or in the course of other MediPro-led activities supported by members of MediPro whether working in a paid or unpaid capacity.

Safeguarding children and Adults at Risk

We have a responsibility to provide a safe environment in which children and Adults at Risk can live, learn and develop. We understand that safeguarding and promoting the welfare of children and Adults at Risk is everyone's responsibility and we all have a role to play in protecting them in so far as we are reasonably able to do so within the context of the MediPro environment and in relation to MediPro-led activities.

Responsibilities of the MediPro Safeguarding Lead

MediPro will appoint and maintain a MediPro Safeguarding Lead who is also the MediPro Designated Person for Safeguarding, this person being the Head of Special Projects and CQC.

The MediPro Safeguarding Lead has specific responsibility to promote good safeguarding practice and ensure that MediPro has a fit for purpose Safeguarding Policy and related procedures that are reviewed at least two yearly and, if necessary, revised to meet evolving Regulatory requirements and relevant Best Practice Guidance.

The MediPro Safeguarding Lead will:

- Ensure that the Safeguarding Policy and accompanying procedures, advice and guidance are fit for purpose and sufficient to ensure that MediPro meets its statutory obligations and complies generally with good practice and where

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reasonably possible, with safeguarding guidance issued by relevant statutory bodies concerned with such matters.

- Ensure that all staff are aware of their duties under the Safeguarding Policy and receive any assistance that they may require to arrange appropriate training and guidance on developing their safeguarding-related policies and procedures.
- Ensure that appropriate safeguarding training is available for members of staff who work with children and Adults at Risk, whether directly in the course of their work, or indirectly by being involved in the selection process of staff who do work directly with children and Adults at Risk.
- Ensure that that processes and procedures are in place for relevant recruitment checks and that these are conducted for relevant roles including, but not limited to: DBS checks where lawfully permitted.
- Ensure that routes to report or escalate safeguarding concerns are clearly “signposted”, accessible and appropriately monitored.
- Ensure that reported safeguarding concerns are reviewed, specialist guidance sought, and appropriate action taken to escalate internally and / or to the relevant external agency within statutory time frames.
- Prepare and submit referrals as appropriate to Ofsted, the Local Authority Designated Officer (LADO), the Multi Agency Safeguarding Hub (MASH) and / or Local Authority Children’s or Adults Safeguarding Board.

Responsibilities of Staff

To meet our safeguarding responsibility towards children and Adults at Risk under this policy, staff that work with children and Adults at Risk must ensure that appropriately trained staff are available and that procedures are in place to ensure that they can comply with the Safeguarding Policy.

It is recognised that the level of engagement with children and Adults at Risk varies considerably. Guidance on what arrangements would be appropriate in a range of circumstances is provided below, but staff should also seek advice from the Safeguarding Lead.

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Staff that work with children or Adults at Risk must:

- Ensure that staff, students and contractors who work with children and Adults at Risk, are selected or recruited in line with best practice and subsequently receive appropriate safeguarding training which is updated at least annually. The Safeguarding Lead can provide guidance on available and appropriate safeguarding training.
- Ensure that an appropriate Safeguarding Risk Assessment is carried out and that any actions identified by the risk assessment are completed before the activity commences.
- Ensure that staff, students and contractors who work with children and Adults at Risk are familiar with safeguarding procedures to report and escalate safeguarding related concerns.

Responsibilities of Individuals

We all have a duty to ensure that we treat everyone with respect, we should therefore report any concerns that we may have that children or Adults at Risk are being abused or mistreated and that children and Adults at Risk who engage with our staff, students and contractors in the course of our work and MediPro led activities, do so in a safe and supportive environment.

Individuals must:

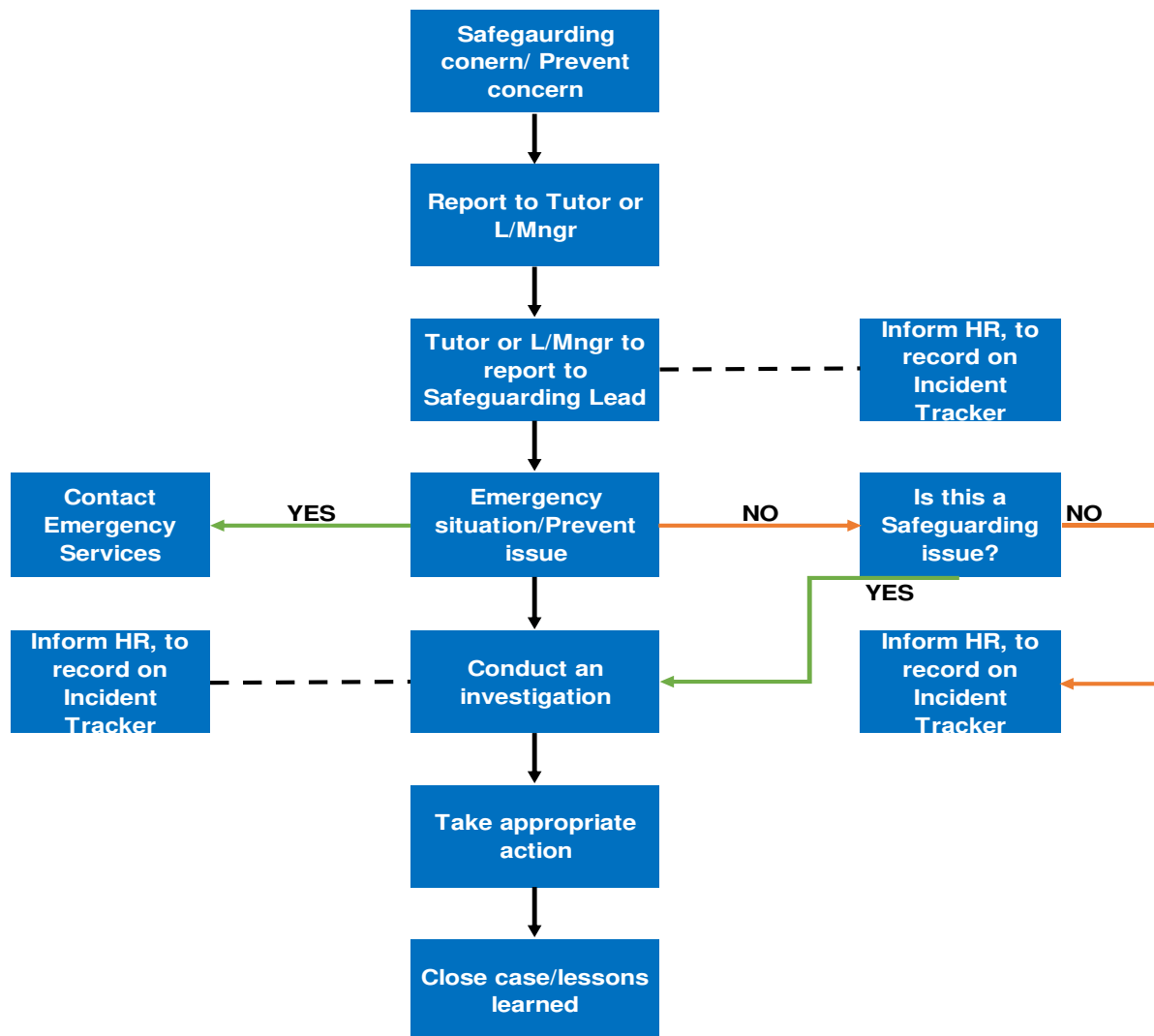
- Ensure that children and Adults at Risk are treated with respect and supported whenever they engage in MediPro led activity.
- Undertake appropriate training before engaging in any MediPro-led activity involving children or Adults at Risk.
- Ensure that they are aware of their responsibilities to safeguard children and Adults at Risk whether they are acting as a paid member of MediPro staff or supporting MediPro-led activity.
- Ensure that they are aware how to report a safeguarding concern to their line manager or others in a leadership role for activities involving children or Adults at Risk.

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Guidance

This policy provides the overall framework and statement of principles regarding the MediPro's approach to safeguarding children and Adults at Risk. However, support and specific advice relating to the implementation and duties under this policy can be provided by the Safeguarding Lead (Kirsty.wharton@medipro.co.uk).



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Name and Role of Author: Paul Ashfield, HR Lead
Name and Role of Responsible Person: Paul Ashfield, Lead
Ratified by: Kevin Scorer, Head of Education

Signed: 

Date Ratified: 12th April 2021

Version Control

This policy and procedure will be reviewed 2 yearly or as changes in legislation dictate.

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