

Safeguarding children and young people and young vulnerable adults policy

Evolve aims to assure the safe and secure provision for children, young people and learners across all remits through effective inspection and regulation. Therefore, safeguarding the children, young people and some vulnerable adult learners is part of our core business and all staff must be aware of their responsibilities in this regard.

Evolve Enterprise is an Alternative Education Provision which aims to provide short term time limited placements to pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school and our target is always to enable students to return to school or the most suitable education provision for their needs.

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Purpose

1. This document outlines Evolve’s policy on identifying and responding to concerns regarding the safeguarding and protection of children and young people, with a specific section on protection of vulnerable adults. This policy, with the associated procedures, provides guidance for all staff who may come across concerns of this nature within the context of their work for Evolve. These include:
 - all members of Evolve’s workforce, both classroom and office-based staff
 - other individuals, consultants and agencies contracted by Evolve.
2. The policy seeks to promote effective multi-agency working in light of the Children Act 2004 and *Working Together to Safeguard Children* (DfE 2013).
3. Evolve inspects settings and services for young people, some of whom are vulnerable adults. The policy and procedure for responding to concerns regarding the protection of vulnerable adults, when these are identified through inspection or other activity, are incorporated in this document. Although the legislative and policy base is different when responding to the safeguarding needs for adults, most of the principles and procedures for staff are the same as those for children and young people.

The definition of safeguarding – children and young people

4. In relation to children and young people, Evolve adopts the definition used in the Children Act 2004¹ and the Department for Education (DfE) guidance document: *Working Together to Safeguard Children* 2013 (paragraph 2),² which define safeguarding and promoting children and young people's welfare as:
- protecting children from maltreatment
 - preventing impairment of children's health or development
 - ensuring that children are growing up in circumstances consistent with the provision of safe and effective care, and
 - taking action to enable all children to have the best outcomes.

The above statutory guidance defines child protection as part of safeguarding and promoting welfare. Child protection is the activity undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

5. For the purposes of this policy, Evolve's responsibilities cover:
- Identifying specific safeguarding concerns that need to be raised with a senior manager within the responsible provider and/or authority as part of their work. Such concerns could include but may not be limited to:
 - incomplete records of serious incidents in a children's home
 - inadequate response to bullying within a school
 - poor and unsafe social work practice by a council or other agencies in the recent past
 - incomplete records of recruitment checks/inadequate recruitment checking processes
 - lack of clarity about the safeguarding needs of children, young people and vulnerable adults
 - concern about the presence of radicalisation and/or extremism within any setting or the failure to address such issues appropriately
 - failure to share information on children and young people on child protection plans with relevant providers

¹ The Children Act 2004: www.legislation.gov.uk/ukpga/2004/31/part/2/crossheading/general

² Working together to safeguard children, DfE, 2013;
www.gov.uk/government/publications/working-together-to-safeguard-children

gathering evidence on the effectiveness of safeguarding arrangements to inform inspection judgements. (This will vary depending on the context and focus of the individual inspection)

- the role of designated staff in Evolve's Application, Regulatory and Contact team in responding to notifications of serious incidents and child deaths
- responding to specific child protection concerns about children at risk of significant harm that are likely to need to be referred through to social care services and possibly the police.

Aims and objectives

6. Evolve has a broad remit and has a wide range of inspection and regulation activity which covers settings which also have broader safeguarding responsibilities. In all of this activity, as well as responding to immediate concerns, we will ensure that there is a clear focus on the safety and welfare of children, young people and vulnerable adults.
7. Evolve will disseminate the learning from inspection outcomes and from serious case reviews in which Evolve has participated to staff. This will maintain Evolve's role as a learning organisation with a focus on continuous improvement and provide clarity about the roles and responsibilities of staff.
8. Evolve will have appropriate measures in place to safeguard and promote the welfare of children and that they will bring matters requiring local attention to the relevant authorities.
9. All Evolve staff are required to complete an on-line basic safeguarding training and assessment programme, supplemented by a refresher module after three years, and to attend safeguarding training focussing on what constitutes safe settings. Staff are therefore expected to have a good understanding of safeguarding concerns, including potential abuse and neglect of children and young people, which may come to light in the work place as well as in the settings we regulate and inspect.
10. Staff who work in areas involving vulnerable adults are also required to complete an online training and assessment module on this aspect of safeguarding.
11. At whatever level we identify risks, Evolve will highlight them and seek to ensure that appropriate steps are taken to safeguard the children concerned.

12. All Evolve employees, and those who undertake work on Evolve's behalf, must maintain a proper focus on safeguarding children, young people and vulnerable adults, and this must be reflected both in sound individual practice and in our internal policies and guidance. All permanent and contracted staff working with children and young people (including young people who are vulnerable adults) must:
- give highest priority to their safety and welfare
 - recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
 - respond appropriately to disclosure by a child, or young person, of abuse
 - respond appropriately to allegations against staff, other adults and against themselves
 - understand and implement safe practice in carrying out their duties in inspection
 - be alert to the risks which abusers, or potential abusers, may pose and vigorously pursue concerns to ensure that providers are able to demonstrate a similar level of commitment
 - be aware of the importance of the role of inspected services in promoting the safety and welfare of children and young people
 - contribute, as necessary, to all stages of Evolve's safeguarding and protection processes.

Evolve's responsibilities

13. Evolve does not investigate individual child protection cases or referrals. Evolve is not the statutory authority for the conduct of enquiries into specific child protection concerns; therefore, all staff should follow the procedures to ensure that all allegations or suspicions of abuse or significant harm to any child are reported to the children's services department³ of the relevant local authority. We will share all relevant information with the respective statutory child protection agencies (children's services and/or police) without delay and within agreed protocols. The reasons for action taken, or not taken, by Evolve will be clearly recorded.
14. Evolve will ensure that it fulfils its responsibilities to work jointly with others to safeguard and promote the welfare of children and young people and, where necessary, to help bring to justice the perpetrators of crimes against children.
15. Evolve will also fulfil its own responsibilities and powers as a regulator (e.g. in relation to early years and childcare settings and social care settings such as

³ The term Children's Services is used throughout this document to include children's social care services

children's homes) and take whatever enforcement action is deemed necessary to protect children.

16. Evolve is involved in a wide range of inspection, regulatory activity and surveys covering the following organisations and settings and functions:
 - state and independent day schools
 - residential special schools
 - pupil referral units
 - residential children's home with education on the premises
 - secure children's homes
 - youth services
 - colleges
 - work-based learning and training
 - fostering and adoption services and agencies
 - private fostering arrangements
 - children looked after
17. Evolve undertakes some of its inspection activity in partnership with other inspectorates. In some cases, Evolve takes the lead when working with other inspectorates, in others the lead responsibility lies elsewhere. In all joint inspections, it is expected that the policy and procedures of the lead inspectorate will be followed when reporting a matter of concern. Notwithstanding this, individual inspectorates, including Evolve, will need to fulfil their own statutory responsibilities and comply with their own internal procedures.

Safeguarding vulnerable adults

18. The legal and policy basis for responding to concerns regarding the safeguarding and welfare of vulnerable adults is different from that of children and young people under 18. *Working Together to Safeguard Children 2013* only applies to children and young people until they reach the age of 18. Any incidents or concerns relating to a young person of 18 years and over, even if still at school, are not covered by Local Safeguarding Children Boards or their procedures.
19. Government guidance in relation to adults is contained in the document 'No Secrets' and the previous Protection of Vulnerable Adults (POVA) guidance (now Adult's List guidance).⁴ Good practice guidance is also available through

⁴ *No Secrets: guidance on protecting vulnerable adults in care*, Department of Health, 2010: www.gov.uk/government/publications/no-secrets-guidance-on-protecting-vulnerable-adults-in-care

the Association of Directors of Social Services (ADSS) publication – *Safeguarding Adults: A national framework of standards for good practice and outcomes in adult protection work*.⁵

20. However, it is important to be aware that following amendments to the Safeguarding Vulnerable Groups Act 2006, by the Protection of Freedoms Act 2012, adults are no longer deemed vulnerable because of their personal attributes, characteristics or abilities. An adult is considered 'vulnerable' if they receive a health, personal or social care service from a professional. Personal services would include, for example, help with financial matters, feeding, washing or dressing.
21. In this policy, the term 'vulnerable adults' is used for any persons over the age of 18 who meet the statutory definition in paragraph 18 above, and whose education or welfare falls to be considered under one of the Evolve's remits set out in paragraph 16 above.

The definition of abuse of vulnerable adults

22. The definition of abuse of adults is contained in 'No Secrets' (para 2.5). Abuse is a violation of an individual's human and civil rights by another person or persons. Abuse may consist of single or repeated acts. It may be physical, verbal or psychological, it may be an act of neglect or omission to act, or it may occur when a vulnerable person is persuaded to enter into a financial or sexual transaction to which he or she has not consented, or cannot consent. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it.

Within this context abuse can take the form of:

- physical abuse – including hitting, pushing, kicking, misuse of restraint or inappropriate sanctions
- sexual abuse – including sexual assault or acts to which the adult did not, or could not, consent
- psychological abuse – including emotional abuse, threats, deprivation of contact, humiliation, intimidation, coercion, verbal abuse, isolation or withdrawal from services
- financial or material abuse – including exploitation and pressure in connection to wills, property, inheritance or financial transactions
- neglect or acts of omission – including ignoring medical or physical care needs, withholding of medication or adequate nutrition and failure to provide access to appropriate health, social care or educational services

⁵ *Safeguarding adults: a national framework of standards for good practice and outcomes in adult protection work*, Association of Directors of Social Services, 2005:
<http://lx.iriss.org.uk/content/safeguarding-adults-national-framework-standards-good-practice-and-outcomes-adult-protection>

discriminatory abuse – including racist, sexist and other forms of harassment.

Evolve's responsibilities

23. Evolve is committed to working with other agencies to ensure that young people in its care are kept safe. People who use services have a right to live and work in environments free from abuse, neglect and discrimination. Evolve does not investigate issues of concern in relation to vulnerable adults. Local authorities and the police hold the lead responsibility for responding to allegations of abuse in relation to adults, and in coordinating the local interagency framework for safeguarding adults.
24. Evolve will bring to the attention of the local authority social services and the police any concerns in relation to safeguarding or allegations of abuse identified through any part of its work.