

Dynamo Healthcare Training – Safeguarding Policy

Dynamo Healthcare Training Ltd (DHCT) recognises that members of staff have a responsibility for the safeguarding and welfare of learners as well as preventing their abuse. This document is designed to provide the procedure which should be followed each time a Safeguarding concern is identified. All those working with, or on behalf of DHCT must adhere to these policies and procedures, including:

- All members of DHCT workforce, Tutors, Assessors, and office-based staff
- DHCT contract staff, sub-contractors, partners, and stakeholders
- Individuals, consultants, and agencies contracted by DHCT

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents relating to:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with our learners. (Please view the recruitment policy)
- Establishing a safe environment in which our learners and staff can learn and develop.
- Ensuring all staff and contractors are fully trained in the concepts of Safeguarding Children and adults with additional care needs.
- Ensuring all learners understand the concepts of the Prevent Strategy.
- Ensuring all staff and learners understand what exploitation is, how individuals are groomed and how to identify exploitation
- How and why, we monitor IT usage to ensure safeguarding is promoted (Please view IT Policy)

Legal Framework

Central Government

Online Safety Act 2023

This new act requires providers of services regulated by this Act to identify, mitigate and manage the risks of harm. Specifically risks related to illegal activity, harm which poses a risk to children. This is a broad definition and more information relating to this Act can be found [Online Safety Act 2023 \(legislation.gov.uk\)](#)

Adult Safeguarding

Government guidance in relation to adult's links to the Care and Support Statutory Guidance section 14 using the Care Act Guidance sections 42-46. Protection of Vulnerable Adults (POVA) guidance (now Adult's List guidance).

Good practice guidance is also available through 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.](#)

Safeguarding children

Safeguarding children is defined in [Working together to safeguard children](#)

When supporting children aged 18 or below, we use guidance from [Keeping Children Safe in Education](#): All staff will read and sign part one. Statutory guidance for schools and colleges. September 2022.

Marriage and Civil Partnership (Minimum Age) Act 2022

The Act will raise the age of marriage and civil partnership to 18 in England and Wales to protect children from the scourge of forced marriage.

Adults with additional care needs: <https://www.gov.uk/government/publications/safeguarding-policy-protecting-vulnerable-adults>

Information, Advice and Guidance for Cornwall and Isles of Scilly [Cornwall and the Isles of Scilly Safeguarding Children Partnership - Home page \(ciossafeguarding.org.uk\)](#)

Cornwall Council Health and Social Care [Health and Social Care - Cornwall Council](#)

When Safeguarding our learners aged 16-18 we will use the OSCP online referral form https://www.proceduresonline.com/swcpp/cornwall_silly/index.html

When Safeguarding adults at risk in Cornwall we use the OSCP Adult Safeguarding Portal <https://cornwallmosaicadultportal.cornwall.gov.uk/s4s/FormDetails/FillForm?formId=267>

DHCT Believe in

- Protecting children and adults from maltreatment
- Preventing impairment of any child or adult's health or development
- Ensuring that children and adults are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children and adults to achieve the best outcomes

DHCT recognise that:

- The welfare and safety of our learners and staff is paramount in all the work we do
- Safeguarding training for staff, as well as learners, is our priority
- A culture of openness and transparency must be fostered in all areas of our work
- Our learners and staff must feel secure, encouraged to talk and listened to.
- Our learners know that there are adults in the organisation whom they can approach if they are worried.
- Our curriculum must include opportunities for our learners to develop the skills they need to recognise and stay safe from abuse.

DHCT will seek to keep our learners and adults with additional care needs safe by:

- Recognising, identifying and responding to signs of abuse, neglect and other safeguarding concerns relating to children, young people and adults with additional care needs
- Responding appropriately to a disclosure of abuse by anyone regardless of age, gender, ethnicity
- Responding appropriately to allegations against staff, other adults, and against themselves
- Being alert to the risks which abusers, or potential abusers, may pose.
- Identifying, supporting and reporting those who may be at risk of radicalisation and extremism

- Monitoring the IT usage of learners to ensure they are not groomed or radicalized in line with the Online Safety Act 2023
- Being available for learners to approach and disclose any concerns they may have.
- Ensuring learners know what signs to look for to protect themselves and others.
- Coordinating the implementation of the safeguarding policy and procedures and associated staff training/briefings
- Conducting investigations in accordance with safeguarding policy and procedure
- Recording incidents of safeguarding concerns
- Monitoring compliance with this policy annually.
- Ensuring that procedures, advice, and guidance work effectively and are revised as needed
- Ensuring the Designated Officer is fully trained to deal with Safeguarding, Prevent and Exploitation concerns.
- Reporting to the Director on all matters relating to Safeguarding
- Sending out regular Safeguarding updates when key policy/legislation changes in regards Safeguarding.

Adults with additional care needs in the context of Safeguarding

(You will cover this comprehensively through the curriculum of your chosen course or training.)

The Department of Health defines an adult with additional support needs as a person aged 18 or over who may need community care services because of a disability (mental or other), age, or illness. A person is also considered to require additional needs if they are unable to look after themselves, protect themselves from harm or exploitation or are unable to report abuse.

Exploitation and Prevent

Dynamo Healthcare Training is committed to supporting our learners and employees in recognising the risks of exploitation and radicalisation. You will receive annual training in Exploitation and Prevent. This section of the policy will provide an overview of each area.

Exploitation

This is broken down into 2 broad areas: Child Sexual Exploitation (CSE)/Adult Sexual Exploitation (ASE) and Criminal Exploitation (CE). Under each broad area there are a range of sub-categories:

- Financial Exploitation
- Online Exploitation
- Modern Slavery
- County Lines
- Cuckooing
- Gang Related Activity

Key indicators that someone is being exploited:

- Going missing or not being where they should be
- The presence of multiple devices and/or expensive clothing and other items with no explanation for how they acquired them
- Changes in friendship groups, distancing themselves from family or other connections
- Significantly older partner
- Lots of visitors to a property or being asked to keep items for someone at their home

- Travel out of county either on public transport or by other means especially to areas where there are no known associates

The most important aspect to remember when thinking about Exploitation: **There is a power imbalance between the exploiter and the exploited.** It is a form of exchange, sometimes for economic gain but also for either status within a group or community or protection from others.

All concerns relating to exploitation should be reported to Carol Harker (DSL) following the Safeguarding Policy procedure.

Preventing Radicalisation

Children and adults are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk should be a part of a Training Provider’s safeguarding approach.

- Extremism - is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.
- Radicalisation - refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- Terrorism - is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system.

DHCT Safeguarding Procedure

The Designated Safeguarding Lead, Carol Harker, will be informed of any suspicions or concerns relating to Safeguarding, Prevention or Exploitation.

You should email her c.harker@dynamohealthcaretraining.co.uk or call 07907574244.

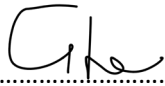
When Carol is unavailable all Safeguarding concerns should be sent to Sarah Rees s.rees@dynamo-training.co.uk 01736 753933.

If Carol Harker or Sarah Rees are not available, please contact Gail Irvine on 01736 753933.

The Designated Safeguarding Officer will report all concerns relating to adult safeguarding to the Adult Safeguarding Triage Team using their online portal Adult - Safeguarding Concern (cornwall.gov.uk)

The Designated Safeguarding Officer will report all concerns relating to child safeguarding to the Multi-Agency Referral Unit (MARU) using the inter-agency form (see appendix) or by calling 0300 1231 116 or emailing multiagencyreferralunit@cornwall.gov.uk

If Concerns arise regarding the Designated Officer/Sarah Rees the DHCT staff member will report directly to the Director on 07710343223 or the Local Authority 01872 326433.

Policy approved by: 

Policy Date: 28th July 2023

Updated 5th March 2024.

Policy Review Date: 20th March 2025

Appendix

Our Safeguarding Children Partnership for Cornwall and the Isles of Scilly



Inter-agency referral to Local Authority Children's Social Care Guidance Notes

Our Safeguarding Children Partnership for Cornwall and the Isles of Scilly has agreed that all contacts with the Multi Agency Referral Unit (MARU) within Cornwall should be made using the inter-agency referral form. The form is in line with the requirements of Working Together to Safeguard Children and local procedures for sharing information when you have concerns about the welfare or development of a child including Child Sexual exploitation. The following guidance is designed to explain when and how to use the form. There are additional guidance notes to support referrals in respect of Child Sexual Exploitation on the Our Safeguarding Children Partnership website alongside this form.

1. Please complete the form as fully as possible. The quality of information provided at the point of contact with specialist social work services is critical to safeguarding vulnerable children effectively. It is very important that full details of names, dates of birth, addresses and ethnicity are completed. Please indicate who has parental responsibility under the Children Act 1989. Ensure that you record the name of the social worker and details of all discussions, including any agreed actions in your own agency record.
2. To avoid delay if we need to contact you, please be specific about your contact details (including email address), especially if you work part-time or work from different locations at different times.
3. Wherever possible, the permission of parents/carers/children/young people (as appropriate to age and understanding) should have been sought before contacting the Multi Agency Referral Unit (MARU) and before a social worker discusses your concerns with any other agency. However, "this should only be done where such discussion and agreement seeking will not place a child at further risk of significant harm or prejudice enquiries under Section 47 of the Children Act 1989, or a police investigation". Where possible you may wish to fill in the form whilst with the family and obtain their signatures before sharing the information with the MARU. If parental permission is refused and you consider the child to be at risk of significant harm, the interests of the child must come first and therefore the referral must go ahead. Please ensure that you document the reasons for your actions. If you are making the referral without the knowledge of the family, the MARU will need to discuss the situation with you before taking any further action.
4. By completing this referral form as comprehensively as possible, you will be helping the MARU to make an informed decision on further action within the requirements of Working Together and in line with the time scales set by the Framework for the Assessment of Children in Need and their Families (2000). You will also help determine the whether the level of need meets the threshold for statutory social work intervention. In particular, details of any work you have already done with the family, when you last saw them, and the child or young person, and specific information about what might need to change to help safeguard the child's welfare and development are essential. Whilst undertaking a CAF is not a prerequisite for making a referral (particularly when

there is a risk of significant harm) this is best practice and if a CAF has already been undertaken it should be used and attached to support the referral to the MARU.

5. If you are making a referral because of child protection concerns, you will need to telephone the MARU without delay, (see details below) following up with this referral form, as soon as possible, but no later than within 48 hours (Working Together).
6. On receipt and consideration of your referral, the MARU will give you feedback, confirmed in writing within two working days about the decision and within the limits of confidentiality, the actions being undertaken. If the referrer has not received an acknowledgement within three working days, they should contact the local authority children social care again. Please note that wherever possible specialist social work services will use the information you share as a significant part of the initial assessment and therefore they may contact you to clarify the information you have provided.
7. If you are not sure about what action to take or have any difficulties or queries, please do not hesitate to contact your own Child Protection Advisor, such as a designated teacher, named or designate practitioner or the MARU advice line.
8. To contact the MARU in hours phone 0300 1231 116 and out of hours 01208 251300.

John Clements
Independent Chair
Our Safeguarding Children Partnership for Cornwall and the Isles of Scilly