

Safeguarding Policy

Dynamo mission

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

At Dynamo Healthcare Training, our mission is to empower and elevate our learners by delivering exceptional workforce development solutions. We are dedicated to supporting the recruitment and retention of skilled professionals through high-quality apprenticeships and innovative training programs. Our commitment to excellence is reflected in our unwavering focus on customer service and our ability to secure essential funding, ensuring that our clients can access the best possible resources for their growth and success. Through our tailored training solutions, we aim to create a proficient, adaptable, and compassionate workforce ready to meet the evolving needs of the healthcare industry.

Our objectives are to:

- **Deliver Excellence in Training:** Provide top-tier training programs that meet industry standards, enhance skills, and prepare learners for real-world challenges in their fields.
- **Promote Lifelong Learning:** Encourage continuous growth and development by offering accessible, innovative, and flexible learning solutions that adapt to evolving needs.
- **Cultivate Compassionate Care:** Equip healthcare professionals with the knowledge and values necessary to deliver empathetic, effective, and patient-centred care.
- **Foster Inclusive and Collaborative Environments:** Create learning spaces that respect diversity, support collaboration, and embrace the unique perspectives of all individuals. Providing a safe environment in which all learners can thrive. Upholding robust safeguarding and prevent risk assessment, training and support.
- **Commit to Social Impact:** Drive positive change by prioritising responsible, ethical practices and supporting initiatives that benefit the broader community and society.

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 at risk.
- Ensuring all staff are aware of early help available at Local Councils for learners aged 16-19 (or those aged 20-24 with EHCP or leaving care).
- 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).

DHCT recognise that:

- The welfare and safety of our learners and staff is paramount in all the work we do
- Safeguarding and Prevent Strategy, including British Values and County Lines, 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 be 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.
- All learners regardless of their background and abilities are safeguarded to ensure that, with the collaboration of their employers, can achieve their goals and career journey aspirations.

DHCT will seek to keep our learners safe by:

- Recognising, identifying and responding to signs of abuse, neglect and other safeguarding concerns.
- 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
- Signposting learners to the section of the learner handbook detailing information on how to keep themselves safe online. Including advice and guidance on what to do if they feel unsafe or notice a change in someone's behaviour because of their online activities.
- 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 and near misses.
- Monitoring compliance with this policy annually by reviewing any changes to legislation or guidance.
- Regular updates from authorities are communicated to team via staff portal and newsletter.
- Ensuring that procedures, advice, and guidance work effectively and are revised as needed
- Ensuring the Designated Officer and their deputy is fully trained to deal with Safeguarding, Prevent and Exploitation concerns.
- Reporting to the CEO and Board of Directors on all matters relating to Safeguarding
- Sending out regular Safeguarding updates when key policy/legislation changes in regards Safeguarding.
- Monthly updates to keep safeguarding top of the agenda and provide updated resources for team to use in their teaching and learning.

Legal Framework

DHCT has based this guidance under the legal frameworks listed below, further information on these can found on the staff portal and within the Safeguarding Guidance document.

Care Act 2014

Equality Act 2010

Keeping children safe in education 2024

Marriage and Civil Partnership (Minimum Age) Act 2022

Online Safety Act 2023

Prevent duty guidance England & Wales 2023

[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 Sanjeev Ohri 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 online portal Multi-Agency Referral Form (cornwall.gov.uk) or by calling 0300 1231 116 or emailing multiagencyreferralunit@cornwall.gov.uk or relevant authority outside Cornwall.

Reporting incidents to ESFA/DFE

The DSL/DDSL will report incidents to the ESFA using their online notification system [ChildSafeGuardingPortal](#) as detailed in the advice and guidance available on the Government Website.

Reporting Prevent concerns

Local authority officers identified in our key regions in our Safeguarding guidance document and on the staff portal.

Reporting online concerns

Reporting online material follow guidance and reporting using .GOV website [Report online material promoting terrorism or extremism - GOV.UK](#)

If Concerns arise regarding the Designated Officer/Sarah Rees the DHCT staff member will report directly to the Operations manager on 01736753933 or the Local Authority 01872 326433.

Policy approved by: Carol Harker, Designated Safeguarding Lead

Policy Date: 10/04/2025

Policy Review Date: 13th March 2026