

Safeguarding Policy

Introduction and Scope

Cavity Dental Training Ltd T/A Cavity Training is committed to ensuring the protection, safety, and well-being of all learners, both children and vulnerable adults, this will be done whilst promoting a culture of openness and fairness for all. This policy applies to all staff, learners, contractors, and employers. ***This is a summary safeguarding Policy – our full detailed policy is available on request – email: learn@cavitytraining.co.uk***

We will promote the policy and ensure that all staff, employers, and contractors adhere to and follow the same practices. We will promote the policy through ongoing discussions at team meetings, CPD training, learner reviews online training sessions, assessments, and workplace visits.

This policy is delivered within the guidance of Working Together to Safeguard Children 2023 and Keeping Children Safe in Education (September 2023) legislative documents and will be updated accordingly.

We will promote and raise awareness of safeguarding throughout the organisation and ensure that staff are equipped with the appropriate skills and knowledge to support learners effectively to help keep them safe.

We will raise awareness of safeguarding amongst all our learners to ensure that they are equipped with the skills and knowledge needed to keep them safe and to recognise when they are at risk and how to get help when they need it.

We will follow the procedures for identifying and reporting safeguarding incidents or suspected/potential incidents as specified in this policy.

This policy has been developed concerning, and to adhere to the statutory requirements within the following legislation:

- Protection of Freedoms Act (2012)
- Data Protection Act (2018) & The General Data Protection Regulation (GDPR) (2018)
- Working Together to Safeguard Children (2023)
- Children Act (1989) & (2004)
- Children and Families Act (2014)
- Keeping Young Children Safe in Education (September 2023)
- Disclosure and Barring Service Code of Practice (November 2015)
- Sexual Offences Act (2003)
- Equality Act (2010) (including the Public Sector Equality Duty)
- Counter-Terrorism and Security Act (2015)
- Prevent Duty Guidance for England and Wales (2023)

This policy should be read in conjunction with the following Cavity Training policies:

- Safer Recruitment Policy
- Prevent Policy
- Health and Safety Policy
- Equality and Diversity Policy
- Staff Code of Conduct and Whistleblowing procedure
- Data Protection Policy
- Online Safety Policy
- Remote Learning Policy

Staff Responsibilities

All staff are responsible for ensuring that they keep up to date with changes in government legislation.

All staff must respond to any safeguarding concerns.

ALL STAFF are encouraged to report any concerns, no matter how small, regarding a staff member, supply staff member, volunteer, employer, or contractor's behaviour to the Company Director or senior DSL.

Cavity Training has a Senior Designated Safeguarding Lead, who is the Head of Safeguarding and Welfare. All staff and learners will be aware of who the senior DSL is and how to contact them as part of induction.

Cavity Training will ensure that all staff are aware of and understand their responsibilities about safeguarding and being alert to the signs and indicators of abuse.

The DSL will ensure that effective safeguarding procedures are developed, implemented, and monitored to ensure their effectiveness. These procedures are based on the 5R's approach of:

- Recognise
- Respond
- Record
- Report
- Refer

External Relationships

The DSL will ensure that effective links are developed with relevant external agencies and local Safeguarding Partners as appropriate.

Safeguarding Overview

Safeguarding and promoting the welfare of children is defined by the Keeping Children Safe in Education (September 2023) Guidance.

Cavity Training is committed to promoting safeguarding to:

- enable learners to rely on those people in positions of trust.
- Staff are protected from malicious and misplaced allegations.
- Staff are clear about individual responsibilities, roles, and boundaries.
- Learners are appropriately protected.
- Ensure all issues are dealt with effectively.

Defining Young or Vulnerable Learners

Young/vulnerable learners are defined as any learner who has not yet reached their 18th birthday (Children Act 2004).

An adult at risk is a learner aged 18 years or over, who might be in the care of, or in need of support for their mental health, a physical disability, or illness and unable to protect themselves against significant harm or exploitation.

Supporting Young or Vulnerable Learners

Cavity Training recognises its duty and responsibility to track and monitor the achievement and progression of vulnerable groups.

Regulated Activity

The definition of regulated activity as explained within the Protection of Freedoms Act 2012 identifies the activities provided to any adult which, if any adult requires them, will mean that the adult will be considered 'vulnerable' at that time.

Cavity Training delivers regulated activities through:

- Teaching, training, and assessment sessions both online and face-to-face.
- Provision of advice or guidance on physical, emotional, or educational well-being,

Employers and Safeguarding

Cavity Training works with numerous organisations nationally and will ensure that all workplaces have appropriate health and safety and safeguarding policies and procedures in place.

Information Sharing

Cavity Training recognises the importance of information sharing between practitioners and local agencies to identify and tackle all forms of abuse and neglect and to promote children's welfare, including their educational outcomes.

External Key Contacts

Cavity Training has a Safeguarding Directory that holds all local authority contacts for each onboarded learner.