

Safeguarding & Prevent Policy Statement 2023- 2024

Person responsible for ensuring that this policy is implemented and reviewed in line the review dates below: Bola Sobowale	Job Role: Head of Organisation Quality Team
Policy created: 26 July 2010 Date of last review Jul 2023	Next Review date: July 2024

Safeguarding

What is Safeguarding and how do we use it?

Prevention: by providing safe physical and on-line environments, careful and vigilant teaching, accessible pastoral care, support for learners, and good adult role models by raising e-safety awareness.

Protection: by providing training, support, and clear procedures to enable our team to respond appropriately and sensitively to any safeguarding or child protection concerns. We also ensure MISDC IT infrastructure and network are safe and secure.

Support: by providing help and support to young people and vulnerable adults who do not feel safe or have been abused.

Safeguarding is everyone's responsibility

Safeguarding is a term we use to protect the health, well-being and human rights of individuals, which allows people, especially children, young people, and vulnerable adults, to live safely, free from abuse and neglect.

We embed it into all our courses so you can understand your roles and responsibilities in life and in the workplace.

Safeguarding is an integral part of our business. All our team are fully trained in safeguarding and we have a designated officer should you have any concerns.

Our Safer Recruitment of Staff:

MISDC undertakes to ensure that its staff are fit to work in an organisational setting with children, young people, and adults at risk. It also reserves the right to refuse to employ staff whom it has a reasonable belief may pose a risk to its learners.

MISDC has systems in place to prevent unsuitable people from working with children, young people, and adults at risk and to promote safe practice. These systems apply to all new staff and require the following checks to be made pre-appointment or directly following appointment.

MISDC does not discriminate because of a conviction or other information revealed.

- A minimum of 2 satisfactory employment references wherever possible, one of which should be from the current or most recent employer.
- Original documentary evidence checks of identity, nationality, residence and 'right to work' status pre-appointment.
- An Enhanced Disclosure & Barring Service (DBS) Disclosure.
- A Barred List checks.
- Original documentary evidence of qualifications. A common application form is completed for all candidates. CVs are also accepted.

A common application form is completed for all candidates. CVs are also accepted. All staff are expected to have a recognised qualification or be working towards it. All candidates for jobs in MISDC are interviewed by appropriate Directors and Managers.

All offers of appointment are conditional upon receipt of 2 satisfactory references, satisfactory DBS clearance, medical clearance, verification of qualifications (copies of certificates are held on one file), and verification of identity.

Satisfactory completion of the probationary period.

MISDC has a general Staff Code of Conduct giving clear guidelines on expected behaviour, and the MISDC's Safeguarding Policy (which can be found on the MISDC intranet) gives specific guidelines on behaviour to protect both staff and learners.

Equality of Opportunity

All children, young people and adults at risk, as part of the MISDC community, have the right to be safeguarded from harm and exploitation whatever their age, disability (which includes mental health and people diagnosed as clinically obese), race, religion or belief, sex, sexual orientation, gender reassignment (people who are having or who have had a sex change, transvestites and transgender people), marriage and civil partnerships and pregnancy and maternity.

Prevent Duty and British Values

The statutory Prevent Duty evolved out of the recommendations from the Counter- Terrorism Act 2015; a statutory duty to have regard to preventing people being drawn into terrorism has been placed on Providers of education from 1st July 2015. This is a duty to look at what more can be done to tackle extremist activity that "creates an environment for radicalising individuals and could lead them on a pathway towards terrorism".

Extremism – The government has defined extremism as: "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. They also include in their definition of extremism calls for the death of members of our armed forces, whether in this country or overseas".

Radicalisation - Radicalisation is the process by which individuals come to support terrorism or extremism. The internet and other social media are some of the main methods used to recruit and "groom" students. There are not "typical" profiles of a person likely to become involved in extremism, or for a person who moves to adopt violence in support of a ideology. The Department for Education have recently reinforced the need "to create and enforce a clear and rigorous expectation on all providers of education to promote Fundamental British values." The Government set out its definition of British values in the 2011 Prevent Strategy.

Members of the designated safeguarding team have undertaken specific Designated Officer safeguarding training.

All reasonable steps will be taken to ensure suspicions and allegations are taken seriously, responded to quickly and appropriate and Extremist Organisations are not inadvertently funded.

The Prevent Strategy

How the Prevent Strategy works for us

Within the Prevent Strategy advice was created for all educational bodies, this is called the Prevent duty and is described as

“Have due regard to the need to prevent people from being drawn into terrorism”.

The Prevent duty is embedded within our safeguarding policies, its aim is to:

- Protect learners from radicalisation influences
- Build learners resilience to extreme narratives
- Identify any vulnerabilities or worrying changes in behaviour
- Ensure policies and procedures are in place for any concerns about a learner.

We not only raise awareness about the Prevent duty, but we also carry these actions out by:

- Creating a safe environment where learners can discuss controversial issues freely and openly
- Providing skills and knowledge to explore political and social issues critically to weigh evidence, debate and make reasoned arguments
- Promoting the four British Fundamental Values – reflecting life in modern Britain.

The BRITISH values are:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect and tolerance of those of different faiths and beliefs.

MISDC will meet this obligation in the following ways:

Partnership: MISDC will have regular contact with the regional Prevent Coordinators to ensure up to date guidance on risk is provided to governors, senior leaders and managers. The Information, Advice and Guidance will be shared with staff and learners. The Lead Designated Safeguarding Officer will act as the single point of contact and take responsibility for the strategic and operational delivery and to ensure regular liaison with the regional Prevent Coordinators and support referrals to Channel.

Prevent Action Plan: The Lead Designated Safeguarding Officer will notify the regional Prevent Coordinator London if risk is identified at the MISDC and work to produce a prevent action plan to address risks identified.

Prevent awareness training: MISDC has a duty of care and will provide support and care to all learners through training and helping them to identify risk factors and to seek advice and guidance.

Staff and learners will be regularly updated/ trained on the risks of radicalisation and British values: This will be linked to MISDC's commitment to safeguard the nine protected characteristics defined by the Equality Act 2010 and outlined in more detail in the Equality and Diversity Policy and Procedure.

Staff and learners will be trained to understand the factors that make young people vulnerable to being drawn into terrorism and to challenge extremist ideas. Staff will be trained to recognize

this vulnerability and be aware of what action to take in response and know where to seek additional advice and guidance. Learners will be given a safeguarding handbook during induction; this will be discussed with their tutor.

All reasonable steps will be taken to ensure suspicions and allegations are taken seriously, responded to quickly and appropriate and Extremist Organisations are not inadvertently funded.

Our team are trained within the Prevent duty and are urged to be vigilant and report any concerns via our designated safeguarding officer.