

Safeguarding and Prevent Policy

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Safeguarding and Prevent Policy

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Review date: 31/07/2026

Signed: 

Position: Director

1. Policy Statement

Rapid Improvement Training Ltd is fully committed to safeguarding and promoting the welfare of all learners, including children, young people, and adults at risk. We recognise that safeguarding is fundamental to effective teaching, learning, and learner success.

We aim to create an environment in which all learners feel safe, respected, and able to thrive. We recognise that safeguarding extends beyond protection from harm and includes promoting learners' physical and mental health, wellbeing, and ability to make informed, safe decisions.

Safeguarding is everyone's responsibility. All staff, regardless of role, have a duty to identify concerns, act appropriately, and contribute to a culture of vigilance where concerns are taken seriously and acted upon promptly.

2. Scope and Context

This policy applies to all individuals working for or on behalf of Rapid Improvement Training Ltd, including employees, contractors, volunteers, subcontractors, and employer partners involved in apprenticeship delivery.

As a further education and training provider, we recognise that safeguarding responsibilities extend beyond the classroom into workplaces, online environments, and wider community contexts. We also recognise that adult learners may be adults at risk and require safeguarding support in line with the Care Act 2014.

3. Legislative Framework

This policy is informed by current statutory guidance and legislation, including:

- Keeping Children Safe in Education (2025)
- Working Together to Safeguard Children 2026
- Prevent Duty Guidance (2023),
- Care Act (2014)
- CONTEST 2023
- Children Act 2004
- Equality Act 2010
- Children and Families Act 2014
- Human Rights Act 1998
- Children and Social Work Act 2017
- Education Act 2002
- Education and Skills Act 2008
- Safeguarding Vulnerable Groups Act 2006
- Children and Young Persons Act 2008
- Sexual Offences Act 2003
- Counter-Terrorism and Security Act 2015 (Prevent duty)
- Serious Crime Act 2015

- Domestic Abuse Act 2021
- Rehabilitation of Offenders Act 1974 (Exceptions Order)
- DBS Code of Practice
- Data Protection Act 2018 and UK GDPR
- Public Interest Disclosure Act 1998

We also align our practice with Ofsted's expectations that safeguarding arrangements in further education are effective, responsive, and embedded across all aspects of provision.

4. Definitions

Children or young person

A child is defined as anyone under the age of 18.

Adult at risk

An adult at risk is defined under the Care Act 2014 as an individual aged 18 or over who has care and support needs, is experiencing or at risk of abuse or neglect, and is unable to protect themselves as a result of those needs.

Safeguarding

Safeguarding refers to the actions taken to protect individuals from harm, prevent impairment of health or development, ensure safe and effective care, and enable individuals to achieve the best possible outcomes. Safeguarding is everyone's responsibility.

Radicalisation

"... is the process of a person legitimising support for, or use of, terrorist violence. Most people who commit terrorism offences do so of their own agency and dedication to an ideological cause." Prevent Duty 2023. This act now states a requirement to "reduce permissive environments" – this is an environment where extremist views are not challenged.

Extremism

Extremism is a "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". This also includes calls for the death of members of the British armed forces.

Terrorism

The use or threat of serious violence against a person or serious damage to property where that action is 'designed to influence the government or an international governmental organisation or to intimidate the public or a section of the public for the purpose of advancing a political, religious, racial or ideological cause' (The definition of terrorism as set out in the terrorism Act 2000 (as amended by the Terrorism Act 2006 and Counter-Terrorism Act 2008)

5. Safeguarding Culture and Approach

Rapid Improvement Training Ltd adopts a proactive safeguarding culture based on the principle that "it could happen here." We recognise that abuse, neglect, and exploitation can occur in any setting, and we therefore prioritise early identification and intervention.

We are committed to:

- Creating a culture where learners feel safe to disclose concerns
- Ensuring staff are confident to act and escalate concerns
- Promoting respect, inclusion, and British Values
- Challenging inappropriate, harmful, or extremist behaviours

We also recognise the importance of trauma-informed and learner-centred approaches, particularly when supporting individuals who may have experienced adversity.

6. Roles and Responsibilities

The Designated Safeguarding Lead (DSL) holds overall responsibility for safeguarding and Prevent within the organisation. This includes managing concerns, making referrals, liaising with external agencies, maintaining records, and ensuring staff are appropriately trained. Deputy DSLs support this function and act in the DSL's absence.

All staff are responsible for recognising signs of abuse, responding appropriately to disclosures, and reporting concerns without delay. Staff must not assume that someone else will take action.

Senior leaders and directors are responsible for ensuring that safeguarding arrangements are effective, resourced, and regularly reviewed.

7. Safer Recruitment

Rapid Improvement Training Ltd is committed to ensuring that all staff are suitable to work with learners. Recruitment processes include appropriate pre-employment checks such as identity verification, employment history, references, right to work checks, and Disclosure and Barring Service (DBS) checks where required.

While this policy outlines our commitment, full procedural detail is contained within the Safer Recruitment Policy.

8. Recognising Abuse and Harm

Staff are trained to recognise a wide range of safeguarding concerns, including physical abuse, emotional abuse, sexual abuse, neglect, domestic abuse, exploitation, modern slavery, and online harm.

We also recognise emerging safeguarding risks such as:

- Sexual harassment and peer-on-peer abuse
- Online exploitation and image sharing
- Mental health concerns linked to safeguarding
- Contextual safeguarding risks in the community or workplace

Indicators of harm may include changes in behaviour, withdrawal, unexplained injuries, poor attendance, or sudden changes in circumstances. Staff are expected to remain professionally curious and not dismiss concerns.

9. Prevent Duty and Radicalisation

As part of our statutory Prevent Duty, we take steps to prevent learners from being drawn into terrorism or extremism. This includes promoting British Values, embedding critical thinking within the curriculum, and creating an environment where extremist views are challenged.

We recognise that radicalisation is a safeguarding issue and may present through changes in behaviour, expression of extremist views, or increased isolation.

Where concerns arise, referrals may be made to the Channel programme, which is a voluntary, multi-agency safeguarding process designed to support individuals at risk.

10. Responding to Disclosures and Concerns

When a learner discloses information or a concern is identified, staff must respond calmly and professionally. The priority is always the immediate safety and wellbeing of the individual.

Staff should listen carefully, avoid interrupting, and not ask leading questions. They must not promise confidentiality but should explain that information will be shared with those who need to know in order to keep the individual safe.

A written record must be made as soon as possible, capturing the exact words used where possible, along with dates, times, and context. This record must be factual and not include personal opinions.

11. Reporting and Referral Process

All safeguarding concerns must be reported immediately to the Designated Safeguarding Lead or a deputy.

Where there is a risk of immediate harm, staff must contact emergency services without delay and then inform the DSL.

The DSL will assess the concern and determine the appropriate course of action. This may include:

- Monitoring the situation internally
- Providing early help support
- Referring to children's social care or adult safeguarding services
- Making a Prevent/Channel referral
- Seeking advice from external agencies

Referrals to external agencies are made in line with local safeguarding partnership procedures. The organisation recognises that it is not responsible for investigating safeguarding concerns but for referring them appropriately.

12. Allegations Against Staff and LADO Process

Any allegation made against a member of staff, volunteer, or contractor must be treated seriously and reported immediately to the DSL.

The DSL will refer the matter to the Local Authority Designated Officer (LADO) in cases where the allegation indicates that a member of staff may have:

- Behaved in a way that has harmed or may harm a child or adult at risk
- Possibly committed a criminal offence
- Behaved in a way that indicates they may pose a risk

The LADO is responsible for overseeing and coordinating the management of such allegations, ensuring that they are handled fairly, consistently, and in a timely manner. No internal investigation will take place without LADO guidance. The organisation will fully cooperate with external investigations and follow all recommendations.

If the allegation concerns the DSL, it must be reported directly to a senior leader or director.

13. Information Sharing and Confidentiality

Rapid Improvement Training Ltd recognises that effective safeguarding relies on appropriate information sharing. While we comply with data protection legislation, this does not prevent the sharing of information where it is necessary to protect an individual from harm. Information is shared on a need-to-know basis and recorded securely.

14. Online Safety

We maintain appropriate filtering and monitoring systems to protect learners from harmful online content, including extremist material. However, we also ensure that learners are educated on how to manage risk independently.

Online safety is embedded within teaching, induction, and on-going learner support.

15. Multi-Agency Working

We work in partnership with local authorities, safeguarding boards, police, health services, and other agencies to ensure coordinated and effective safeguarding responses.

We actively contribute to multi-agency meetings where required and share relevant information to support safeguarding outcomes.

16. Whistleblowing

All staff are encouraged to raise concerns about poor or unsafe practice. Rapid Improvement Training Ltd ensures that individuals who raise concerns in good faith are supported and protected.

17. Training and Development

All staff receive safeguarding and Prevent training at induction and at regular intervals thereafter. Training is updated in line with legislative changes and emerging risks.

18. Monitoring and Review

This policy is reviewed annually, or sooner if required, to ensure it remains compliant and effective. Safeguarding practice is monitored through audits, reporting, and leadership oversight.

Rapid Improvement Ltd Safeguarding Team Contact details:

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