

Safeguarding and Prevent Policy

Introduction

FitnessGenes Limited (the “Organisation”) believes everyone has the right to live free from abuse or neglect regardless of age, gender, ability, disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status. Services provided by *FitnessGenes Limited* are not available to minors.

FitnessGenes Limited is committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person’s own home and in any care setting.

Definitions

An **adult at risk** is an individual aged 18 years and over who:

- (a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- (b) is experiencing, or at risk of, abuse or neglect, AND;
- (c) as a result of those care and support needs are unable to protect themselves from either the risk of, or the experience of abuse or neglect.

(As defined by the Care Act 2014)

Abuse is a violation of an individual’s human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Types of abuse can fall into these categories: Physical, Sexual, Emotional/Psychological/Mental, Neglect and acts of Omission, Financial or material abuse, Discriminatory, Organisational / Institutional, Self-neglect, Domestic Abuse (including coercive control), and Modern slavery.

In relation to the Prevent guidance, the following definitions will apply:

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. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

Extremism is a vocal or active opposition to values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Radicalisation is the process by which a person comes to support terrorism and forms extremist views, leading to terrorism.

Policy Purpose

The purpose of this policy is to demonstrate the commitment of *FitnessGenes Limited* to safeguarding adults and to ensure that everyone involved in the organisation is aware of:

- The legislation, policy and procedures for safeguarding adults.
- Their role and responsibility for safeguarding adults.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation.

The Prevent Duty guidance is in place as part of the UK government's counter terrorism strategy, and to align with the Counter-Terrorism and Security Act 2015. *FitnessGenes Limited* ensures compliance with the Act and Prevent Duty by outlining key procedures in place to address any concerns raised within the organisation or associated partners/learners.

Commitments

FitnessGenes Limited will ensure:

- Everyone involved with the organisation is aware of the safeguarding adult procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
- Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with the Safeguarding Policy and Procedures.
- The well-being of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to.
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.
- The organisation will cooperate with the Police and the relevant Local Authorities in taking action to safeguard an adult.
- All Board members, staff, officials and volunteers understand their role and responsibility for safeguarding adults and have completed and are up to date with safeguarding adult training and learning opportunities appropriate for their role.
- The organisation will follow safe recruitment practices and continually assess the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation.

- The organisation shares information about anyone found to be a risk to adults with the appropriate bodies (for example, Disclosure and Barring Service, Services, Police, Local Authority/Social Services).
- When planning activities and events, an assessment of, and risk to, the safety of all adults from abuse and neglect will be undertaken and a person who will be in attendance designated as a safeguarding lead for that event.
- Actions taken under this policy are reviewed by the Board and senior management team as they occur, at the earliest appropriate opportunity.
- This policy, related policies (see below) and the Safeguarding Procedures are reviewed no less than on a two-yearly basis and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board, National Governing Bodies, or as a result of any other significant change or event.

Procedures

The following processes are in place to ensure proper implementation of this policy:

- A clear line of accountability within the organisation for the safety and welfare of all adults.
- Access to relevant legal and professional advice.
- Safeguarding adult procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
- A Safeguarding Lead/ Welfare Officer.
- A process for forming a Case Management Group (composed of the Safeguarding Lead / Welfare Officer and Senior Management) on a case-by-case basis.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Codes of conduct for Board members, staff, volunteers, members and other relevant individuals that specify zero tolerance of abuse in any form.
- Risk assessments that specifically include safeguarding of adults.
- Policies and procedures that address and which are consistent with this *Safeguarding and Prevent* policy including *Equality, Diversity and Inclusion, Complaints, Feedback and Concerns* and *Health and Safety* policies.

Prevent Duty Guidance

The aim of Prevent is to stop people becoming terrorists or supporting terrorism. This policy applies to all staff and associated partners and/or learners. *FitnessGenes Limited* is committed to upholding both freedom of speech and academic freedom, while also ensuring the protection and safeguarding from the risk of being drawn into terrorism. This policy sets out the commitment to preventing individuals associated with the Organisation becoming involved in terrorism, acknowledging that terrorism can be linked to a variety of ideologies.

Encouragement of terrorism and/or soliciting support for a proscribed organisation is a criminal offence. This policy sets out our approach to the specific elements and provisions of the Act as they apply to higher education providers, as well as our more general approach to issues



around the vulnerability of our staff and learners regarding harassment or radicalisation from any source, and relevant measures which enable our learners to learn in safe and intellectually stimulating environments.

Training

Appropriate training will be offered to staff, particularly those working in areas that would require awareness of the Prevent duty, and this training will be monitored and refreshed every two years. The training services provided by Gov.uk will be utilised:

<https://www.support-people-susceptible-to-radicalisation.service.gov.uk/>

The designated Safeguarding Lead(s) will undertake more extensive training including how to make referrals and work with Channel multi-agency program panels.

The current Safeguarding Lead contact details are:

Geraldine Campbell

geraldine.campbell@fitnessgenes.com

Managing risk

A risk assessment and action plan will be in place and reviewed regularly. The Safeguarding Lead will oversee this process.

FitnessGenes Limited will seek to identify any vulnerable individuals at as early a stage as possible and ensure there is appropriate support and welfare provisions available. All staff will be informed on how to raise any concerns about individuals. If a specific risk is identified, the Safeguarding Lead and a panel will assess and advise the necessary actions to take. External authorities may be required to appropriately assess the relative risks and determine if external interventions are required. Any immediate concerns in which an individual's physical wellbeing is under threat should follow the process of calling 999 and then informing the Safeguarding Lead.

Other appropriate policies will be in place to help to minimise the risks, and contribute to the safeguarding and wellbeing of staff, partners and learners.

Queries

Any questions or queries relating to this policy should be sent by email to

support@fitnessgenes.com



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Reviewed by: Geraldine Campbell

Position: Product Lead / Quality Manager

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