Safeguarding Policy

# Scope and Purpose

Enterprise4all is committed to protecting all children, young people, and vulnerable adults from harm whatever their age, gender, ethnicity, disability, language, faith and/or sexual orientation. It ensures the safety of all staff and learners when they are directly linked to Enterprise4all (E4A).

Enterprise4all shares an objective with all educational institutions and agencies working with children, young people, and vulnerable adults to identify those who are suffering or likely to suffer significant harm and take appropriate action to keep them safe from neglect, physical abuse or injury, sexual abuse, emotional abuse, and all other categories of abuse, including radicalisation.

This will be achieved by having in place effective systems designed to:
• Minimise risks to the health and well-being of children and vulnerable adults.
• Protect from physical, sexual, and emotional abuse, neglect, bullying, radicalisation and other categories of abuse.
• Identify instances of concern and initiate appropriate action.
• Enable learners to raise concerns and for those concerns to be actioned.
• Ensure all learners have contact details and are familiar with the DSL/DDSL.
• Assist local social services on protection matters.
• Encourage healthy lifestyles and positive societal contributions.
• Support learners to fulfil their potential and achieve economic well-being.

# Legislation and Guidance

Enterprise4all adheres to statutory provisions such as: The Children’s Acts (1989 and 2004), The Care Act 2014, The Safeguarding Vulnerable Groups Act 2006, The Mental Capacity Act 2005, The Data Protection Act 2018, The Equality Act 2010, The Human Rights Act 1998, The Sexual Offenses Act 2003, Prevent Duty (Counter-terrorism strategy CONTEST 2023), Working Together to Safeguard Children 2018 and the Keeping Children Safe in Education 2025. Additional guidance includes the Protection of Freedoms Act 2012 and local Safeguarding Board/Prevent Procedures. The policy applies to individuals aged 15+ or those deemed vulnerable

# Enterprise4all Commitment

Enterprise4all is committed to:
• Preventing unsuitable people from working with children, young people, and vulnerable adults.
• Providing a safe environment for all learners.
• Promoting safe practices and challenging unsafe behavior.
• Promoting welfare and not tolerating bullying or harassment or exposure to radicaisation.

# Definition

In the post-school education context, safeguarding refers to measures taken to ensure the well-being and safety of learners and staff. Risks include abuse, neglect, radicalisation, and discrimination. Health and safety issues may become safeguarding concerns if they pose significant risk. Mental health issues may become safeguarding concerns when they threaten the individual’s or others’ safety.

# Responsibilities

Enterprise4all’s Management Team ensures compliance with safeguarding procedures. A designated Safeguarding Lead (DSL) and a Deputy (DDSL) oversee the safeguarding processes.
DSL: Louise Jolly – Email: louise@enterprise4all.co.uk | Tel: 01254 693999
DDSL: Irfana Desai – Email: irfana@enterprise4all.co.uk | Tel: 01254 693999

The DSL and DDSL will:
• Refer suspected abuse and Prevent cases.
• Act as a source of advice and support.
• Attend and contribute to case conferences.
• Ensure all staff are trained and informed.
• Liaise with local authorities.
• Maintain accurate records and ensure policy review every two years.
• Ensure staff and volunteers are aware of safeguarding responsibilities.
• Liaise with other agencies post-programme if necessary.

# Procedure

When harm is disclosed:
• Listen openly and avoid leading questions.
• Record discussions accurately, including setting and time.

• Never promise confidentiality; report disclosures to DSL/DDSL.
• Transfer notes to safeguarding log and refer within 24 hours.
• DSL will decide on action and complete referral forms if needed.
• Records are retained securely.
• Reports involving staff are escalated to the Directorate.
• Feedback is recorded, and updates shared with Governance Board.
• Weekly management and Governance meetings include safeguarding/Prevent updates.

# Reporting and Monitoring

The Safeguarding Group monitors policy implementation, chaired by the DSL and Board. Safeguarding contact information is provided to learners at every session and included in learner packs and on the website. Enterprise4all collaborates with local Safeguarding Boards, the Lancashire Prevent Partnership, and LANPAC.