

## **escalla Limited Safeguarding Policy**

At escalla Limited, we are committed to ensuring the safety and well-being of all our learners, staff, and stakeholders. We believe that safeguarding is everyone's responsibility and are dedicated to creating a safe and supportive environment for all individuals participating in our training programs. This policy outlines our approach to safeguarding and the steps we take to ensure the safety of those in our care.

### **1. Purpose**

The purpose of this policy is to:

- Ensure a safe and protective environment for all individuals involved in our training programs.
- Safeguard the welfare of all learners, especially vulnerable individuals, from harm, abuse, and neglect.
- Establish clear procedures for responding to concerns about safeguarding or wellbeing.
- Outline the responsibilities of staff, trainers, and other personnel in safeguarding matters.

### **2. Scope**

This policy applies to:

- All employees, trainers, and volunteers of escalla Limited.
- All learners enrolled in training programs provided by escalla Limited.
- Any third parties who work with or interact with our learners.

### **3. Safeguarding Principles**

escalla Limited adheres to the following safeguarding principles:

- Zero tolerance to abuse: We do not tolerate any form of abuse, including physical, emotional, sexual, or financial abuse.
- Confidentiality: We ensure that safeguarding information is shared on a need-to-know basis and is kept confidential, except when there is a risk of harm or legal obligations.
- Empowerment and participation: We empower learners to raise concerns and ensure that their voices are heard in decisions affecting their safety and wellbeing.
- Proportionality and response: We will respond appropriately to safeguarding concerns, ensuring that the level of intervention matches the seriousness of the situation.

### **4. Types of Abuse**

We recognize that safeguarding concerns can come in many forms. The main categories of abuse that may occur include, but are not limited to:

- Physical abuse: Hitting, slapping, or other forms of physical harm.
- Emotional abuse: Verbal abuse, humiliation, or intimidation.
- Sexual abuse: Inappropriate or unwanted sexual behaviour, contact, or harassment.
- Neglect: Failure to provide adequate care, supervision, or support.
- Bullying and harassment: Repeated and intentional harm or intimidation of individuals.

- Discriminatory abuse: Harassment or unfair treatment based on age, disability, gender, race, religion, or other protected characteristics.

## **5. Responsibilities**

### **Directors**

- The directors at escalla Limited are responsible for overseeing all safeguarding issues and ensuring the implementation of this policy.
- Staff Responsibilities: All staff, trainers, and volunteers are responsible for:
  - Recognising signs of abuse or neglect.
  - Reporting any concerns immediately to a director or another senior member of staff.
  - Attending safeguarding training as required.
  - Acting in accordance with this policy at all times.

## **6. Reporting Concerns**

If a staff member, trainer, or learner has concerns about the safety or welfare of a learner, they should:

- Report the concern to a director as soon as possible.
- If the director is unavailable or if the concern involves a director, report to a senior manager or an alternative designated safeguarding officer.
- If necessary, take immediate action to ensure the learner's safety (e.g., remove them from the situation, seek emergency assistance).

Concerns can also be raised anonymously if preferred.

## **7. Confidentiality and Information Sharing**

All concerns will be treated confidentially. However, if a learner is at risk of harm or if there are legal obligations, we may share information with the appropriate authorities, including social services or the police. Staff will be made aware of their duty to report concerns and how to handle confidential information.

## **8. Safe Recruitment and Training**

escalla Limited is committed to ensuring that all staff and volunteers involved in the training and welfare of learners are properly vetted and trained. This includes:

- Conducting background checks (including DBS checks, where necessary) on all staff and volunteers who will have direct contact with learners.
- Providing regular safeguarding training to all employees, volunteers, and trainers.
- Ensuring that safeguarding is a priority during recruitment and induction processes.

## **9. Preventing Radicalisation and Extremism**

escalla Limited is committed to preventing radicalisation and extremism and adheres to the Prevent Duty under the Counterterrorism and Security Act 2015. We will:

- Provide training for staff to help them recognize signs of radicalisation and extremism.
- Encourage learners to express their views safely and respectfully.

## **10. Monitoring and Review**

This policy will be reviewed annually to ensure its effectiveness and to comply with any changes in legislation. Any changes will be communicated to all staff, learners, and stakeholders.

## **11. Contact Information**

If you have any safeguarding concerns or need advice, please contact us at [info@escalla.co.uk](mailto:info@escalla.co.uk)