



<b>Policy:</b>	<b>Safeguarding and Child Protection Policy</b>
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<b>Approved by:</b>	<b>SMT</b>
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**CATEGORY:** Safeguarding and Child Protection  
**TYPE:** Policy  
**TITLE:** Safeguarding and Child Protection Policy  
**PERSON RESPONSIBLE:** Director

## Policy Statement

Axia Solutions Ltd is strongly committed to safeguarding learners and promoting practices to protect children, young people and adults at risk from abuse, neglect, exploitation or significant harm. Axia Solutions Ltd expects all staff, governors and visitors to recognise and accept their responsibility to maintain a vigilant and safe environment for all.

The company maintains a professional attitude of '**it could happen here**' where safeguarding is concerned. Everyone has a responsibility to protect learners and to report anything that might suggest a child or adult is being abused, neglected or exploited ***without delay***.

It is our willingness to work safely and to challenge inappropriate behaviours that underpins this commitment. The organisation will seek to work in partnership with employers, and other agencies to improve the outcomes for learners who are vulnerable or in need.

This policy should be shared with all staff, learners, employers and other interested parties. The policy can be provided upon request and is also made publicly available via our website.

## Purpose

Axia Solutions Ltd has a statutory and moral responsibility to safeguard and promote the welfare of young people and adults at risk receiving education and training with Axia Solutions Ltd. This policy describes the responsibilities of Axia Solutions Ltd in response to current legislation and guidance and is interlinked with all other policies to ensure safeguarding is promoted and implemented throughout the business.

The purpose of this policy is to identify clear responsibilities and accountabilities for safeguarding at Axia Solutions Ltd and ensure open channels of communication between all parties where a child or adult may be at risk. This will provide a learning environment that will allow learners to flourish, progress and achieve the best outcomes.

## Key Principles

Learners' needs and welfare are paramount at Axia Solutions Ltd. All young people and adults at risk have a right to be protected from abuse, neglect, exploitation and have their welfare safeguarded. Learners are encouraged to talk freely with staff if they are worried or concerned about something and our staff understand that a victim of any type of abuse should never feel ashamed for making a report. Their views and wishes should inform any assessment and provision for them. Staff should always act in the **interests of the learner** in order to protect them.

***'Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families and carers has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.'*** (Keeping Children Safe in Education)

We are aware that learners may not feel ready or know how to tell someone that they are being abused, exploited, or neglected and/or they may not recognise their experiences as harmful. They may feel embarrassed, humiliated or are being threatened. This could be due to vulnerability, disability and/or sexual orientation or language barriers.

This does not prevent ALL staff from having professional curiosity and speaking to the DSL if they have concerns about a learner.

All staff are encouraged to report any concerns that they have and **not see these as insignificant**. On occasions, a referral is justified by a **single incident** such as an injury or disclosure of abuse. More often however, **concerns accumulate over a period of time** and are evidenced by building up a picture of harm; this is particularly true in cases of emotional abuse and neglect. In these circumstances, **it is crucial that staff pass on concerns** in accordance with this procedure to allow the Designated Safeguarding Lead to build up a picture and access support for the learner at the earliest opportunity.

## Nominated Safeguarding Roles

### Axia Solutions Ltd Designated Safeguarding Lead (DSL)

*Yvonne Licata – Quality Manager*

The Designated Safeguarding Lead takes lead responsibility for safeguarding and child protection including online safety and filtering and monitoring requirements. Internet filters (Fortiguard) and IT support is managed by the parent organisation, NSCG.

The DSL's responsibilities include providing advice and support to other staff on child welfare, safeguarding and child protection matters, taking part in strategy discussions and inter-agency meetings, and/or supporting other staff to do so, and to contributing to the assessment of children.

## **Axia Deputy Designated Safeguarding Lead (DDSL)**

*Victoria Harte – Director*

Safeguarding activities can be delegated by the DSL to the DDSL but the ultimate responsibility for child protection remains with the DSL.

## **Newcastle & Stafford College Group (NSCG) Designated Safeguarding Lead**

*Denise Haney – Assistant Principal for Student Service & DSL*

The Newcastle and Stafford College Group DSL has no direct responsibility for safeguarding or child protection at Axia Solutions Ltd but is available to the Axia DSL and DDSL for support and guidance and will cascade safeguarding updates to organisations staff.

## **Axia Solutions Ltd Board of Governors**

*Full details of board members can be found on our website.*

The Axia Solutions Ltd Board of Governors are accountable for ensuring the effectiveness of all policies and procedures, including Safeguarding. They are also responsible for ensuring organisational compliance with all regulatory requirements, including (but not limited to) Safeguarding, Safer Recruitment Procedures, Whistle blowing and the Prevent Duty.

## **Implementation**

Axia Solutions Ltd recognises that scrutiny, challenge, and supervision are key to safeguarding learners. Set out below is how the organisation discharges its statutory responsibilities relating to safeguarding and promoting the welfare of learners.

### **Safer Recruitment and Selection**

- Axia Solutions Ltd follows Safer Recruitment practice including posting appropriate advertisements, scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining a professional and character reference and checking previous employment history.
- The interview panel for any post will include at least one member of staff who has undertaken training in Safer Recruitment
- When candidates have been shortlisted, they will be made aware that online searches will be carried out.
- When employing an applicant appropriate checks will be conducted, including required Disclosure and Barring Service (DBS) checks to ensure suitability for the role and evidence the candidate is not barred from working with children or adults at risk. Evidence of this will be held on our Single Central Record. DBS checks are maintained in line with legal requirements.

## **Staff Training and Commitment to Safeguarding**

- At Axia Solutions Ltd, we have robust Safeguarding training in place for all staff, which is monitored by the DSL, DDSL and overseen by NSCG's DSL. All staff receive Level 1 Safeguarding training as required, access to KCSIE, and receive regular updates through meetings and CPD activities to develop and support robust safeguarding practices amongst all staff and to provide them with relevant skills and knowledge to safeguard children effectively.
- Axia Solutions Ltd has clear induction processes for all staff and all required documents and policies are provided. These documents include KCSIE, Staff Handbook, the role of the DSL along with this Safeguarding Policy and other related documents.
- Guidance about acceptable conduct and safe practice will be given to all staff during induction. These are sensible steps that every adult should take in their daily professional conduct with learners. All staff are expected to carry out their work in accordance with this guidance and are made aware that failure to do so could lead to disciplinary action.
- All staff at Axia Solutions Ltd will be aware that abuse, neglect, exploitation and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.
- All staff at Axia Solutions Ltd will be aware that safeguarding incidents and /or behaviours can be associated with factors outside the learning / work environment.
- All staff are made aware of extremism and processes of radicalisation, including how to recognise concerning behaviours and ideologies considered extreme, and the responses required in terms of the usual safeguarding reporting procedures alongside the Prevent duty. They are made aware of access to the DfE guidance "Work-Based Learners and the Prevent Statutory Duty."
- All staff are made aware of the potential for child-on-child abuse (we prefer to use the term "peer-on-peer abuse" as it encompasses all of our learners), including sexual violence and sexual harassment, and the expectations placed on them as described in Keeping Children Safe in Education.
- All staff, but especially the Designated Safeguarding Lead/ Deputy at Axia Solutions Ltd will consider whether young people / vulnerable adults are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and individuals can be vulnerable to multiple harms including, but not limited to, sexual exploitation, criminal exploitation and serious youth violence.
- We recognise the stressful and traumatic nature of safeguarding and child protection work and will provide an opportunity to talk through their anxieties with the DSL and to seek further support as appropriate.

## Early Help

- Axia Solutions Ltd is committed to working with other agencies to provide **early help** for young people and vulnerable adults before they become at risk of harm.
- All staff are made aware of the early help process and **understand their role in it.** (KCSIE). This includes identifying emerging problems, liaising with the designated safeguarding lead /deputy and sharing information with other professionals to support early identification and assessment.
- Every member of staff working at the organisation are advised to maintain an attitude of **‘professional curiosity and respectful uncertainty’** where safeguarding is concerned.

## Raising concerns and Multi-Agency working

- All staff have equal responsibility to report their concerns about a learner or the behaviour of any adult **without delay** to the Designated Safeguarding Lead.
- **Appendix 1 – “What to do at Axia Solutions Ltd if you are worried a learner is in need of help or protection”** details the process that will be followed to protect learners when a safeguarding concern is raised.
- Whilst the Designated Safeguarding Lead will normally make referrals to Children’s Services, **any staff member can refer their concerns to children’s social care** directly in emergencies or if they feel they need to do so. (**Staffordshire Children’s Advice & Support on 0800 1313126**). Details for out of hour contacts or other support can be found in Appendix 2.
- Axia Solutions Ltd understands its responsibility to **request a statutory assessment** lead by a social worker for any young person in need, as defined under the Children Act 1989, who is unlikely to achieve or maintain a satisfactory level of health or development, or their health and development will be significantly impaired, without the provision of services.
- Axia Solutions Ltd will work in **partnership with other agencies** to promote the welfare of young people and vulnerable adults and protect them from harm, including the need to share information to safeguard them.
- Axia Solutions Ltd will **work with other agencies** to ensure any actions that are part of a multi-agency coordinated plan are completed in a timely way.
- Axia Solutions Ltd will follow the Staffordshire Safeguarding Children’s Board’s (SSCB) procedures and provide them with information as required [SSCB](#)
- Should a learner registered with Axia Solutions Ltd living outside of the local authority be deemed to be at risk Axia Solutions Ltd would liaise with the SSCB to ensure compliance with out of area Local Authority frameworks.

## **Supporting and guiding learners**

- We will provide opportunities for learners to develop skills, concepts, attitudes, and knowledge that promote their safety and well-being.
- Learners are given comprehensive guidance at induction on how to keep safe and how to access safeguarding support if required.
- Learner's welfare and protection from harm is considered for individuals who are undertaking a work based learning programme.
- Staff are encouraged to promote the safeguarding policy and procedures with learners through discussion at the initial induction and ongoing reviews as well as through curriculum delivery.
- All our policies which support our ethos of safeguarding, will be interlinked with this Safeguarding Policy.

## **Supporting and guiding employers**

- Axia Solutions Ltd work with employers to ensure they meet their commitment regarding learners being kept safe when in the workplace and to promote good safeguarding practice.
- Employers receive guidance on health and safety through our employer handbook. As part of the enrolment process employers confirm they have relevant policies and procedures in place.
- Safeguarding information is contained in the employer handbook, which is issued to employers. Employers are made aware of the Safeguarding and Child Protection policy.
- Staff are encouraged to promote the safeguarding policy and procedures with employers through discussion at the initial induction and ongoing reviews.

## **Remote Learning and Online Safety**

- The Axia Solutions Ltd E-Safety policy identifies the usage and expected behaviour of staff and learners when online.
- Axia Solutions Ltd monitors online activity within its network to ensure that inappropriate sites are not accessed by learners or staff. Internet filters (Fortiguard) and IT support is managed by the parent organisation, NSCG.
- Online safety is discussed with learners at regular reviews as well as teaching learners how to get support and report abuse if they do encounter difficulties online.
- All staff are aware that technology is a significant component in many safeguarding and wellbeing issues and that a child is at risk of abuse and other risks online as well as face to face. They know that in many cases abuse and other risks will take place concurrently both online and offline. Children can also abuse other children online; this can take the form of abusive, harassing, and misogynistic/misandrist messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography, to those who do not want to receive such content.

## **Guest Speaker and Freedom of Speech Policy**

Guest speakers could be invited to support the delivery of CPD to staff, host sessions as part of #BeTheChange or deliver content relevant to apprenticeships programmes.

A member of the Senior Management Team (SMT) must always approve guest speakers and will be required to review any content or materials ahead of their use with staff or learners. This will be recorded in SMT minutes.

A member of Axia Solutions Ltd's staff will attend any event or activity featuring an external speaker. This will support quality assurance but also provide a safeguarding control.

Axia must take steps to ensure lawful freedom of speech (Freedom of Expression). However this doesn't include unlawful speech, such as harassing others or inciting violence or terrorism.

In the event, that potentially harmful content is shared, the member of staff has the authority to end the session and report an issues instantly to the DSL or DDSL. Appropriate action will follow, which may include referrals to any agencies deemed necessary to protect the safety and wellbeing of Axia learners and the wider public. Learners will be contacted and employers informed should they be exposed to harmful content.

### **Equality and Human Rights Commission - definition of Freedom of Expression**

Article 10 protects an individual's right to hold their own opinions and to express them freely without government interference. This includes the right to express views aloud (for example through public protest and demonstrations) or through: published articles, books or leaflets, television or radio broadcasting.

## **Review**

Axia's Safeguarding policy is reviewed annually (or sooner should legislation/guidance change), to determine the impact of the policy and actions required. The policy was last reviewed in September 2024.



## Associated Information, Guidance and Legislation

[Axia Further Safeguarding Support and Guidance](#)

[Axia Solutions Ltd Policies and Procedures](#)

[Keeping Children Safe in Education](#)

To be read alongside

- Statutory guidance – [Working Together to Safeguard Children 2023](#)
- LSCB Procedures - [Staffordshire Safeguarding Children Board Procedures](#)
- Departmental advice - [What to do if you are Worried a Child is being Abused- Advice for Practitioners](#)

**Prevent Duty Guidance** - <https://www.gov.uk/government/publications/prevent-duty-guidance>

**Additional Prevent Duty guidance for further education and skills providers** (from the Education and Training Foundation) - <https://preventforfeandtraining.org.uk>

**Work-based learning DfE Guidance** - <https://www.gov.uk/government/publications/work-based-learners-and-the-prevent-statutory-duty>

**CONTEST Strategy (Prevent)** -

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1180064/CONTEST\\_2023.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1180064/CONTEST_2023.pdf)

**Counter-Terrorism and Security Act 2015** -

<https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

**Equality Act 2010** - <https://www.gov.uk/guidance/equality-act-2010-guidance>

**Vetting and Barring Scheme (VBS) revised guidance 2012** -

<https://www.gov.uk/government/organisations/disclosure-and-barring-service/about>

**Education Act 2011** - <http://www.legislation.gov.uk/ukpga/2011/21/contents/enacted>

**The Care Act 2014** (Sections 42-46) -

<https://www.legislation.gov.uk/ukpga/2014/23/part/1/crossheading/safeguarding-adults-at-risk-of-abuse-or-neglect/enacted>

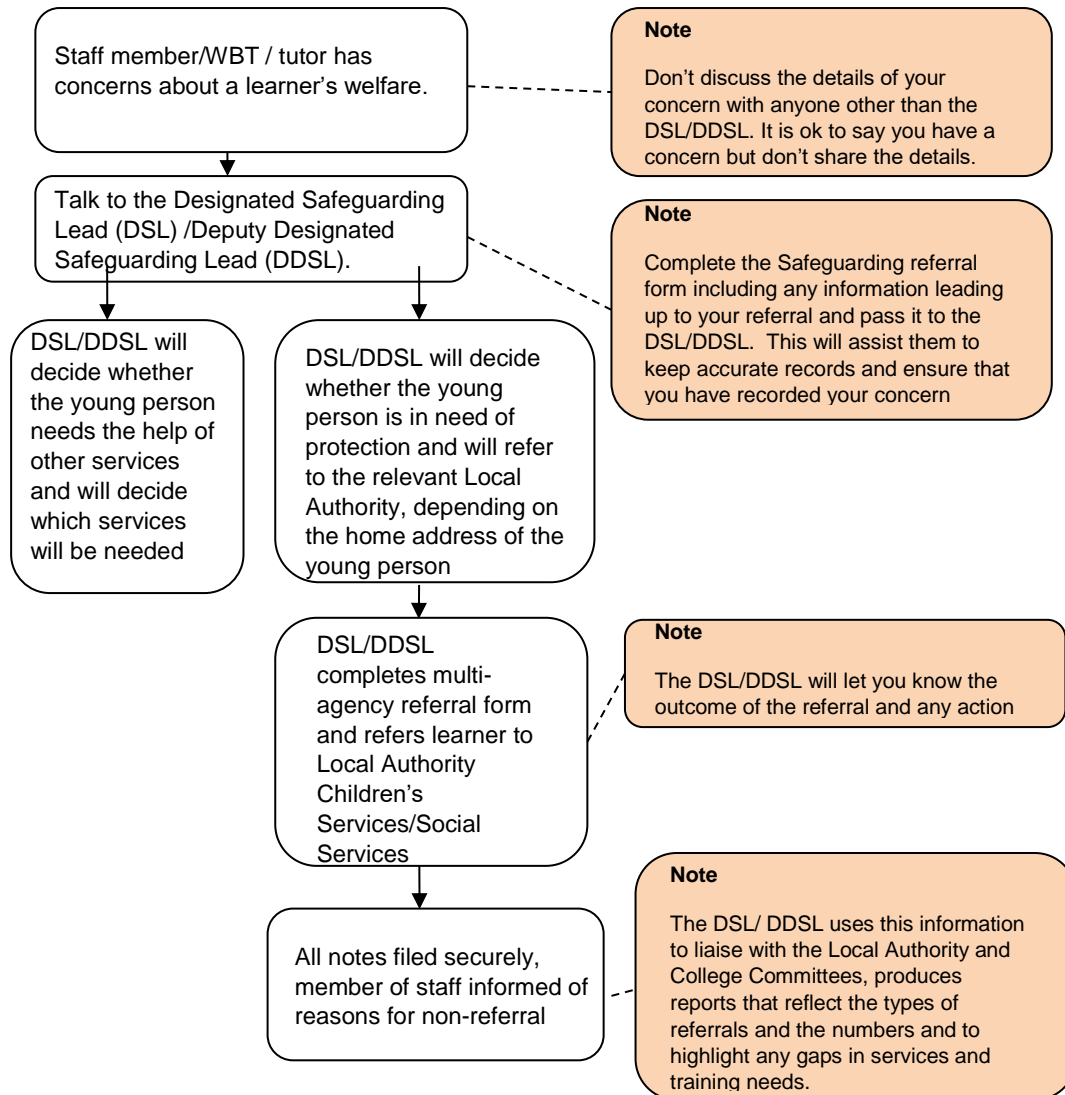
**The Care Act 2014 Guidance 14: Safeguarding** -

<https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance#safeguarding-1>

**Filtering & Monitoring Standard** <https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges/filtering-and-monitoring-standards-for-schools-and-colleges>

## APPENDIX 1

# What to do at Axia Solutions Ltd if you are worried a learner is in need of help or protection



## APPENDIX 2

### Key Contacts

#### Axia Safeguarding Contacts

Title	Name	Telephone	Email	Availability
<b>Designated Safeguarding Lead</b>	Yvonne Licata	01782 572777 Ext – 208	yvonnell@axia-solutions.com	08:30 – 17:00
<b>Deputy Designated Safeguarding Lead</b>	Victoria Harte	01782 572777 Ext – 200	victoriah@axia-solutions.com	08:30 – 17:00
<b>NSCG Designated Safeguarding Lead</b>	Denise Haney	01782 254249	denise.haney@nscg.ac.uk	08:30 – 17:00

***If a learner is at risk of immediate harm you must call 999.***

#### Out of hours contacts

For concerns out of office hours whereby a learner is in danger call the relevant number below.

Organisation	Telephone	Notes
<b>Staffordshire Children's Advice and Support Services</b>	0800 13 13 126	Previously known as First Response
<b>Multi Agency Safeguarding Hub (MASH)</b>	Police 101	
<b>Emergency Duty Service</b>	0345 604 2886	Out of hours only
<b>Stoke on Trent local authority referrals</b>	01782 235100	

## Staffordshire Single Point of Contact (SPOC) Details

Prevent Leads	Contact Name	Email Address
Cannock	Oliver Greatbatch	<a href="mailto:olivergreatbatch@cannockchasedc.gov.uk">olivergreatbatch@cannockchasedc.gov.uk</a>
East Staffs	Mike Hovers	<a href="mailto:Michael.hovers@eaststaffsbc.gov.uk">Michael.hovers@eaststaffsbc.gov.uk</a>
Lichfield	Yvonne James	<a href="mailto:Yvonne.James@lichfielddc.gov.uk">Yvonne.James@lichfielddc.gov.uk</a>
Newcastle	Georgina Evans	<a href="mailto:Georgina.Evans@newcastle-staffs.gov.uk">Georgina.Evans@newcastle-staffs.gov.uk</a>
South Staffs	Maggie Quinn	<a href="mailto:M.Quinn@sstaffs.gov.uk">M.Quinn@sstaffs.gov.uk</a>
Stafford	Victoria Cooper	<a href="mailto:vcooper@staffordbc.gov.uk">vcooper@staffordbc.gov.uk</a>
Staffs Moorlands	David Smith	<a href="mailto:david.smith@staffsmoorlands.gov.uk">david.smith@staffsmoorlands.gov.uk</a>
Tamworth	Joanne Sands	<a href="mailto:joanne-sands@tamworth.gov.uk">joanne-sands@tamworth.gov.uk</a>
Staffordshire County Council (Safer Communities)	Fiona Chapman	<a href="mailto:fiona.chapman@staffordshire.gov.uk">fiona.chapman@staffordshire.gov.uk</a>
Staffordshire Police Prevent Team	Sam Cartlidge	<a href="mailto:prevent@staffordshire.police.uk">prevent@staffordshire.police.uk</a>

## Whistleblowing Contacts

All staff are provided with the Axia Solutions Ltd Whistleblowing policy and there is a culture at Axia Solutions Ltd to raise concerns about poor or unsafe practice and such concerns are addressed professionally and sensitively in accordance with agreed whistle blowing procedures. Further guidance on whistle blowing can be found in the staff handbook.

Below are contacts should a member of staff not feel able to raise concerns regarding child protection failures internally.

<b>Title</b>	<b>Telephone</b>	<b>Email</b>	<b>Availability</b>
<b>Staffordshire LADO</b>	0800 1313126	<a href="#">Online Enquiry Form</a>	
<b>Staffordshire Education Safeguarding Advice Service</b>	01785 895836	esas@staffordshire.gov.uk	09:00 – 16:00
<b>NSPCC Whistleblowing helpline</b>	0800 028 0285	help@nspcc.org.uk	08:00 – 20:00

**Victoria Harte**

**Director**

Reviewed annually	
Last Review Date	September 2024
Next Review Date	September 2025