



Safeguarding learners

a guide for employers

Dynamic Training is committed to safeguarding and promoting the welfare of all learners including young people and vulnerable adults. We have designated Safeguarding Officers who are trained to support both employers and learners.

Employers also have a responsibility to the learners they employ. As an employer of a learner, it is important that you understand your responsibilities to the learner and what safeguarding means to you.

The Definition of Safeguarding

Safeguarding is a proactive process of protecting and ensuring the safety and well-being of young and vulnerable learners. Safeguarding may involve instances in which a young or vulnerable learner is suffering or likely to suffer from harm or be at risk.

Who do we need to safeguard?

Any learner employed by your company and undergoing training and education with Dynamic Training and in particular learners who are under the age of 18 and any vulnerable adults over the age of 18.

Why is safeguarding necessary for employed learners?

Work based learning providers have a common law duty of care to take such steps that the young/vulnerable adult/learner is safe at all times. This does not just mean within the workplace, but also means to be able to identify and act on problems outside of the learners' work.

It is the responsibility of the employer to ensure the employees working alongside any learner are free from convictions, are of sound character and judgement and will not pose any threat or danger to learners.

Behaviours that count as abuse or neglect

Physical abuse

May involve hitting, shaking, throwing, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child and vulnerable adult.

Psychological/Emotional Abuse

Is the persistent emotional ill-treatment of a child or vulnerable adult such as to cause severe and persistent effects on the child and vulnerable adult's emotional development.

Neglect and acts of omission

Is the persistent failure to meet the child's or vulnerable adult's basic physical and/or psychological needs, likely to result in the serious impairment of the child or vulnerable adults health or development.

Sexual abuse

Involves forcing or enticing a child or vulnerable adult to take part in sexual activities, whether or not the child or vulnerable adult is aware of what is happening.

Domestic violence

Can include psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence; Female Genital Mutilation; forced Marriage.

Modern slavery

Encompasses slavery, human trafficking, forced labour and domestic servitude.

Discriminatory abuse

Including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.

Sexual harassment

Sexual harassment is any unwanted behaviour of a sexual nature that results in feelings of distress, intimidation or humiliation. It can include or be called sexualised bullying.

Organisational abuse

Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home.

Self neglect

This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

Significant harm

Some children or vulnerable adults may be in need because they are suffering or likely to suffer significant harm.

Internet grooming

Grooming is the process of getting to know and befriending a child with the intention of sexually abusing them.

Radicalisation and extremism

Some children and adults maybe exposed to extreme religious and social beliefs which could damage their own family relationships and risk their safety in society and not be recognised as British Values.

The role of Dynamic Training

- Have a safeguarding policy which Dynamic Training staff fully adhere to.
- Ensure employers and learners are aware of and support Dynamic Training's safeguarding policy.
- Ensure employers and learners are aware of Dynamic Training's designated Safeguarding Officers.

- To treat any employer or learner safeguarding suspicions or disclosures with professionalism and discretion and to support employers and learners following a disclosure.

The role of employers of employed learners

- To ensure a safe working environment for all learners and a culture which is committed to protect learners from potential harm or damage.
- To comply with all safeguarding legislation and to implement a safeguarding policy with the assistance of Dynamic Training if a safeguarding policy is not yet in place.
- Support learners through any safeguarding issues or disclosures.
- To report to Dynamic Training any safeguarding concerns you may have with learners.

Safeguarding procedure:

- Nominate a member of staff to be responsible for safeguarding.
- Make your staff aware of who this person is and to raise any concerns to them directly.
- The nominated safeguarding person to record any disclosures made and to make the individual aware that the information will be shared.
- The nominated safeguarding person to contact the local safeguarding team at their local authority who will support and advise the next steps. These teams are an invaluable source of information and guidance.
- Inform Dynamic Training's Safeguarding team of any issues disclosed by a Dynamic apprentice or learner.
- Contact the Safeguarding team at Dynamic for further information on safeguarding, policy sharing or help.

Dynamic Training Designated Safeguarding Leads

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