

Safeguarding and Prevent Policy for Learners and Participants

Policy Statement

Social Enterprise Kent CIC (SEK) is committed to creating a safe, inclusive and supportive learning environment for all learners.

We believe everyone has the right to feel safe, respected and protected from harm, abuse, neglect, bullying, discrimination and exploitation.

Safeguarding is everyone's responsibility. We encourage all learners, staff, employers and partners to speak up if they are worried about their own safety or the safety of someone else.

This policy explains how SEK supports learner wellbeing and what to do if you have a safeguarding concern.

What is Safeguarding?

Safeguarding means protecting people's health, wellbeing and human rights so they can learn safely and free from harm.

This includes protection from:

- bullying or harassment
- discrimination
- physical, emotional or sexual abuse
- neglect
- domestic abuse
- online abuse or exploitation
- financial exploitation
- radicalisation or extremism
- harmful behaviour towards yourself or others

Safeguarding also includes promoting:

- mental health and wellbeing
- online safety
- equality and inclusion
- respectful behaviour

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Who This Policy Applies To

This policy applies to:

- all learners participating in SEK programmes or activities
- employers and partners involved in learner support or progression activities
- visitors participating in SEK learning environments or events

All SEK staff, volunteers and associates also share responsibility for maintaining a safe learning environment.

Prevent Duty

As part of our safeguarding responsibilities, SEK supports the Government's Prevent Duty. This means we work to help protect learners from radicalisation, extremism and terrorism.

We encourage:

- respectful discussion
- critical thinking
- inclusion and tolerance of different views and backgrounds

Any concerns relating to radicalisation or extremist behaviour will be treated seriously and managed through safeguarding procedures.

Online Safety

Many SEK programmes involve online learning and digital communication.

To help keep everyone safe:

- learners should behave respectfully online
- inappropriate language, bullying or harassment will not be tolerated
- learners should not share harmful, offensive or illegal material
- personal information should be shared carefully
- concerns about online behaviour should be reported immediately

SEK may remove learners from online sessions where behaviour places others at risk.

Mental Health and Wellbeing

SEK recognises that mental health and wellbeing are important parts of learner success.

If you are struggling, worried about someone else, or need support, we encourage you to speak to a member of staff.

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We will always try to:

- listen without judgement
- provide support where possible
- signpost to specialist services if needed

Reporting a Safeguarding Concern

If you are worried about:

- your own safety,
- another learner,
- a member of staff,
- an employer,
- or someone outside SEK,

please report it as soon as possible.

You can speak to:

- your tutor,
- a member of the learner support team,
- or the Designated Safeguarding Lead (DSL).

Designated Safeguarding Lead (DSL)

Jess Bartindale

safeguarding@sekgroup.org.uk

01843 210005

Deputy Designated Safeguarding Lead

Brian Broadhurst

safeguarding@sekgroup.org.uk

01843 210005

If someone is in immediate danger, call **999**.

What Happens After a Concern is Reported?

SEK will:

- take concerns seriously
- listen carefully and respectfully
- keep information confidential where possible
- respond appropriately and proportionately
- involve external agencies where necessary to keep people safe

In some situations, we may need to share information with safeguarding services, the police or other agencies to protect someone from harm.

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Equality, Respect and Inclusion

SEK is committed to creating an inclusive environment where everyone is treated with dignity and respect.

We will not tolerate:

- discrimination
- bullying
- harassment
- hate incidents
- abusive behaviour

All learners are expected to contribute to a positive and respectful learning environment.

Related Policies

This policy should be read alongside:

- Prevent Policy
- Equality, Diversity and Inclusion Policy
- Learner Code of Conduct
- Complaints Policy
- Health and Safety Policy
- Online Learning Policy
- Data Protection and Privacy Policy

Monitoring and Review

This policy is reviewed regularly to ensure it remains effective and up to date with safeguarding legislation and guidance.

Signed:



Rebecca Smith (Chief Executive Officer)

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