

GEM Partnership Ltd Safeguarding Children and Vulnerable Adults Statement

Policy Statement

Gem Partnership are committed to the safeguarding and welfare of all our learners, staff, inclusive of apprentice, learners, agency associates, internal staff and other relevant stakeholders. The scope of this policy covers all individuals, regardless of age, gender, disability, ethnic origin, religion, or sexual orientation, has the right to be protected from harm, abuse, and exploitation.

GEM Partnership are committed to creating a safe, inclusive, and respectful learning and working environment, where individuals feel supported, listened to, and protected from harm. We will monitor and measure arrangement to ensure effective practice. Always acting in the best interests of learners to protect them online and offline, including when they are receiving remote education. Gem Partnership will act in accordance with relevant local safeguarding legislation and best practices to ensure that appropriate safeguards are always in place and details of reporting concern are clearly outlined in our Safeguarding policy.

GEM Partnership recognises that it has duty to help staff, agency workers and learners recognise their responsibilities (through CEIAG and training) GEM Partnership will abide by the safer recruitment guidelines when employing staff. Staff are trained to handle disclosures with care and sensitivity, ensuring that the welfare of the learner is always the priority.

This policy takes in account, amongst others, the following:

- 'Care Act 2014'
- 'Children Act 2004'
- 'Safeguarding Children and Safer Recruitment in Education' (DCSF 2012)
- Keeping Children Safe in Education (DCSF 2022) (DOE2024) 2025
- Working together to safeguard children 2023 – A guide to inter-agency working to safeguard and promote the welfare of children (DCSF 2018)
- What to do if you are worried a child is being abused (DCSF 2003)
- Prevent Duty Guidance (2019)
- Human rights act 1998
- Sexual Offences Act 2003
- Care standards Act 2000
- Health and Social Care Act 2008
- The Education and Training (Welfare of Children) Act 2021
- Review of Sexual Abuse in Schools and Colleges (2021)
- Mental Capacity Act 2005
- Domestic Violence Crime and Victims Act 2004
- Equality and Diversity 2010

Our policy is reviewed on an annual basis, or sooner in response to legislative changes. Feedback from learners, staff, and stakeholders will be taken into consideration to continually improve our safeguarding practices. Our designated safeguarding lead (DSL) is Kelly Lee and they can be contacted at 07834 732088 or Kelly.Lee@gempartnership.com .

Signed:



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