

GEM Partnership Ltd Safeguarding Children and Vulnerable Adults Statement

Policy Statement

Gem Partnership are committed to the safeguarding and welfare of all our staff, learners, workers 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. This includes protection from abuse, neglect, exploitation, online harms, radicalisation, serious violence, child criminal exploitation, child sexual exploitation, domestic abuse and other emerging safeguarding threats. 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 supports early intervention and will work collaboratively with Family Help, social care, education providers and other agencies to ensure learners and workers receive support at the earliest opportunity.

GEM Partnership recognises that safeguarding and promoting the welfare of children, young people and vulnerable adults is everyone's responsibility and expects all staff, learners and workers to play an active role in identifying, reporting and responding to safeguarding concerns.

GEM Partnership recognises that it has duty to help staff, 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.

GEM Partnership maintains procedures for managing allegations and low-level concerns relating to staff, learners and workers in accordance with statutory guidance. Safeguarding concerns, disclosures and actions taken will be recorded appropriately, stored securely and shared on a need-to-know basis in line with safeguarding and data protection requirements.

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

- Care Act 2014
- Children Act 2004
- Keeping Children Safe in Education (2026 (Department for Education)
- Working together to safeguard children 2023 – A guide to inter-agency working to safeguard and promote the welfare of children (DCSF 2018)
- 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
- Working Together to Safeguard Children 2023
- Domestic Abuse Act 2021
- Counter-Terrorism and Security Act 2015
- Online Safety Act 2023
- Victims and Prisoners Act 2024 (Operation Encompass provisions)

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:

A handwritten signature in black ink, appearing to read 'K Lee', is written over a light blue rectangular background.

Date: 19/08/2026