

Safeguarding and Child Protection Policy

Date established:	December 2008
Updated:	Sept 2025
Reviewed:	Annually
Purpose:	This policy aims to set out MITSkills' position regarding the safeguarding of children and adults at risk of harm according to the Children Act 1989 and 2004. This Policy must be read jointly with the following policies: Prevent Policy, Anti-Harassment & Anti-Bullying Policy, Use of IT Equipment, Email, Internet and Electronic Password and Signatures Policy

Introduction

MITSkills is a privately-owned government-funded organisation that undertakes centre and work-based learning programmes both on-site and in remote working locations.

This policy applies to all staff, including senior managers, paid staff, volunteers and sessional workers, agency staff, learners or anyone working on behalf of MITSkills. It shows a commitment to protecting and safeguarding children against potential harm or actual harm. It fully accepts and promotes the principle enshrined in the Children Act 2004 that the welfare of the child is paramount.

The policy also demonstrates a commitment to working with statutory bodies, voluntary agencies, and other faith communities to promote the safety and welfare of children and to act promptly whenever a concern is raised about a child or about the behaviour of an adult. MITSkills will work with the appropriate statutory bodies when an investigation into child abuse is necessary.

We will promote this policy via staff and learner inductions, staff CPD, via learner and employer handbooks, publish it on our website and on SharePoint for staff and subcontractors. We will publish and promote the policy along with its associated aims within our premises.

We will gain commitment from staff, subcontractors' employers, and learners to this policy by our Directors and Management working with our staff to ensure these aims of the policy are a living part of our ways of working. The consideration of this policy will be included in our recruitment, training and support for staff and learners, and our support for employers and subcontractors. We will have a named Safeguarding Lead and Senior Manager who are responsible for leading Safeguarding and Prevent, who will actively promote awareness and ensure adherence to our policy and processes with staff, learners, suppliers, employers' subcontractors, and work with external bodies, ensuring feedback is used to improve our policy and processes.

We will endeavour to safeguard children and young people by:

- Valuing them, listening to, and respecting them.
- Adopting child protection guidelines through procedures and a code of conduct for staff and volunteers.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.

- Sharing information about child protection and good practice with children, parents, guardians, carers, staff, and volunteers.
- Sharing information about concerns with agencies who need to know and involving parents, carers, guardians and children appropriately.
- Providing effective management for staff and volunteers through supervision, support, and training.
- Providing awareness of this policy through the staff and learner inductions and access to wider safeguarding support.
- Reviewing our policy and good practice annually.

MITSkills will endeavour to safeguard the children who are learners or who attend activities we organise or facilitate by following the recognised procedure if a concern is raised about a child's welfare.

It is important that everyone in the organisation is aware that the person who first encounters a case of alleged or suspected abuse is not responsible for deciding whether abuse has occurred. That is a task for the professional child protection agencies following a referral to them of concern about a child.

MITSkills (MIT) fully accepts its legal (The Children Act 2004) and moral obligation to provide a duty of care, to protect all children and vulnerable adults, and safeguard their welfare irrespective of age, any disability they have, gender, racial origin, religious belief, and sexual identity.

Legal framework

The Children Act 2004 sets out that the child's welfare is paramount and that safeguarding and promoting it is the priority.

The Children Act 2004 set out a duty on Local Authorities to work closely with those providing services to children and young people.

Keeping Children Safe in Education 2025 sets out the Department for Education's Statutory guidance for schools and colleges on safeguarding children and safer recruitment. All MITSkills staff are expected to have read and adhere to Part 1, and all directors and our designated safeguarding lead are required to read and adhere to the full document. (The MIT Safeguarding Lead has read Keeping children safe in education 2025 Statutory guidance for schools and colleges, and staff will be given CPD sessions in order that they will be familiar with the new guidance.)

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

'Safeguarding children - the action we take to promote the welfare of children and protect them from harm - is everyone's responsibility. Everyone who comes into contact with children and families has a role to play.'

The UN Convention on the Rights of the Child sets out key principles which are enshrined within these acts and the statutory guidance. From 15 January 1992, when the treaty came into force, every child in the UK has been entitled to over 40 specific rights. These include:

- the right to life, survival, and development
- the right to have their views respected, and to have their best interests considered at all times.
- the right to a name and nationality, freedom of expression, and access to information concerning them.

- the right to live in a family environment or alternative care, and to have contact with both parents wherever possible.
- health and welfare rights, including rights for disabled children, the right to health and health care, and social security.
- the right to education, leisure, culture, and the arts
- special protection for refugee children, children in the juvenile justice system, children deprived of their liberty and children suffering economic, sexual, or other forms of exploitation.

The rights included in the convention apply to all children and young people, with no exceptions.

Definitions in this document

A child is legally defined as '*any person who is under the age of 18 years*'. This includes all learner groups, including Apprentices under 18.

A broad definition of an adult at risk of harm is '*a person who is 18 years of age or over, and who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him/herself, or unable to protect him/herself against significant harm or serious exploitation*'. This includes all learner groups, including Apprentices.

The main categories of people covered by this definition of vulnerable adult include people:

- a) who have a learning disability
- b) who have physical or sensory impairments
- c) who have a mental illness, including dementia
- d) who are old and frail
- e) detained in custody or under a probation order
- f) who are considered vulnerable and who may experience abuse due to problems with alcohol or drugs (or be vulnerable due to other circumstances such as being an asylum seeker).

Employees are subject to DBS checks upon joining the company; these checks will be renewed every 5 years. Employees are encouraged to join the DBS Update Service. It is the responsibility of all employees to inform MITSkills' HR department if they receive a Police caution or are under investigation by the Police, for any reason.

Policy Statement

It is imperative that those working on behalf of MITSkills are equipped with the knowledge and awareness enabling them to detect any abuse or ill treatment of children or vulnerable adults. The priority is the safety of all children or vulnerable adults (including Apprentices in these categories) engaging with MITSkills. This policy document, therefore, aims to be a reference for all members of staff and volunteers involved.

In implementing this child protection /safeguarding policy, MITSkills will

- Ensure that all workers understand their legal and moral responsibility to protect (and prevent) children and young people from harm, abuse, and exploitation by including training on Child Protection in their induction and in subsequent training that is undertaken.
- Ensure that all workers understand their responsibility to work to the standards that are detailed in the organisation's Child Protection Procedures and Guidance, always working towards maintaining high standards of practice.
- Ensure that all workers are aware of child protection and safeguarding children's procedures in this policy, and guidelines, and how to implement them by ensuring their attendance at

annual training and subsequent refresher training organised by MITSkills or an approved training provider.

- Ensure that all workers understand their duty to report concerns that arise about a child or young person, or a worker's conduct towards a child/young person, to the organisation's named designated person for safeguarding and or child protection.
- Ensure that a named designated person responsible for safeguarding and child protection is appointed and that they have appropriate training and support for their role. Ensure the designated person understands their responsibility to refer any child protection concerns to the statutory child protection agencies (i.e., Police and/or Children's Services (CS)).
- Ensure that any procedures relating to the conduct of workers are implemented in a consistent and equitable manner.
- Ensure that all workers understand their obligations and responsibilities under Prevent as part of Safeguarding and have appropriate training to support them in their responsibilities.
- Provide opportunities for all workers to develop their skills and knowledge, particularly in relation to the welfare and protection of children and young people.
- Ensure that children, young people, and vulnerable adults are enabled to express their ideas and views on a wide range of issues and will have access to the organisation's Complaints Procedure.
- Ensure that parents/carers/guardians are encouraged to be involved in the work of the organisation and, when requested, have access to all guidelines and procedures.
- Endeavour to keep up to date with national developments relating to the welfare and protection of children and young people.
- Ensure that appropriate background checks are undertaken when anyone joins the organisation and before they start working directly with children and young people.
- Ensure that all people working directly with children and young people have at least a basic understanding of child protection (based on MITSkills' policy, procedures, and guidelines). They will, as part of their training, have completed a child protection/safeguarding course. (As a minimum, an online course)
- Ensure that effective Safeguarding procedures are developed, implemented, and monitored to ensure their effectiveness. These procedures and guidelines will be published on SharePoint.
- Ensure that we develop effective links with relevant external agencies, local safeguarding boards and cooperate with any requirements for any safeguarding referral matters.
- Ensure that we keep written records of safeguarding concerns, even when there is no need to refer the matter to the relevant agencies.
- Ensure all records are stored securely and in accordance with the Data Protection Act and the GDPR.
- As part of Safeguarding and Prevent, we will monitor Learner and Staff use of MITSkills IT network using an appropriate filter system to ensure that learners and staff are not accessing inappropriate material or downloading illegal or restricted material. We do this via an approved filtering system on our Wi-Fi network (including restrictions on Learners accessing

AI). This will be operated in line with guidance from the Department of Education and the UK Safer Internet Centre. Learners' use of mobiles within the learning environment is prohibited. Staff and Learners will be made aware of these MITSkills policies as part of their induction.

Use of IT Equipment, Email, Internet and Electronic Password and Signatures Policy, which should be read in conjunction with Safeguarding and Prevent policies.

Due to the wide nature of our work, MITSkills may be at the frontline of work with some children, young learners, vulnerable learners, and vulnerable adults. This means that we may be the first to identify that a child, young or vulnerable learner or adult is being or has been abused or that we are concerned about a person's well-being. Everyone has an equal responsibility to ensure that the individual needs and welfare of the person are put first and to safeguard any person with whom we may come into contact. This responsibility not only rests with the Directors, Senior Management and Designated Persons for Safeguarding but also with every individual member of staff employed or volunteering within our organisation whilst at work, at an employer's premises or at home.

We will ensure that our Safeguarding Policy and Procedures are reviewed at least annually to ensure that they are still relevant and effective.

Policy Aims

The aims of MITSkills are to promote good practice as follows: -

- a. To provide children and adults at risk of harm with a safe and healthy environment.
- b. To ensure they are encouraged to enjoy learning and to achieve.
- c. Allowing them to make a positive contribution to their training and their goals.
- d. To ensure learners feel safe and secure so they can concentrate on learning.
- e. To help them achieve economic well-being.

Safer Recruitment

MITSkills will take all possible steps to prevent unsuitable persons from working with young or vulnerable learners and, in doing so, will follow the good practice contained within the legislative document Keeping Children Safe in Education 2025 and the Recruitment Process used by the London Child Protection Board as good practice. (Checked 2025)

https://www.londonsafeguardingchildrenprocedures.co.uk/safer_recruit.html

When interviewing potential staff, we will ensure that:

- a). There is an open recruitment process.
- b). There is a rigorous interview with specific questions relating to safeguarding.
- c). Applicants' identity and claims to academic or vocational qualifications will be verified.
- d). References will be taken up by direct contact with referees.
- e). Evidence of the date of birth and address of the applicant will be obtained.
- f). Where appropriate, an Enhanced Disclosure and Barring Service Check will be conducted, where a position requires an Enhanced DBS check will be made (noting the Department of Education has stated "most positions will require this"). This will be made clear on the job advert, and a statement explaining MITSkills' commitment to safeguarding will be documented. All applicants will complete an application form or provide a detailed CV, enabling each of them to have the same opportunity to provide information about themselves and assist in identifying any gaps in their employment history

- g). MITSkills reserves the right to ask that any gaps in application information be completed prior to offering an interview.

During interviews, the panel will explore:

- a). The applicant's attitude and demeanour towards young or vulnerable learners.
- b). The applicant's ability to support our commitment to safeguarding and promoting the welfare of young or vulnerable learners.
- c). Any gaps in the applicant's employment history
- d). Any concerns or discrepancies arising from the information obtained.
- e). A Single Central Record (SCR) will be held for all staff employed by MITSkills or working for a third party with MITSkills learners. Job offers will be conditional on candidates providing evidence meeting the requirements of the Single Central Record as outlined in Keeping Children Safe in Education 2025.

Post Appointment

All staff will take part in an induction programme which will vary depending on the nature of the role. The purpose of this will be to:

- a). Provide awareness and explanations of relevant policies and procedures. Provide support for the role in which they have been engaged.
- b). Provide opportunities for a new member of staff to ask questions or discuss concerns relating to their role or responsibilities.
- c). Enable individual line managers and colleagues to recognise any concerns about the person's abilities or suitability from the outset and address them if deemed appropriate.
- d). Ensure that individuals are aware of reporting concerns and who the Designated Persons for safeguarding are.
- e). Ensure that individuals are aware of other relevant policies and procedures, i.e., disciplinary procedure, E&D Policy.
- f). A Single Central Record (SCR) will be held for all staff employed by MITSkills, and this will be updated on an ongoing basis.

Training:

- MITSkills will ensure that job descriptions are accurate to the post and frequently reviewed and updated where appropriate.
- All staff are regularly evaluated to identify any additional training needs, including those related to Prevent and Safeguarding.
- All staff will be required to read 'Keeping Children Safe in Education 2025' (Part 1) available via the link below. MITSkills recognises that learners and potential learners under 18 are a particularly vulnerable cohort, and reading this document raises awareness among staff of issues relating to this group. –
- https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf
- MITSkills will encourage staff to apply for training and employment opportunities within the company. MITSkills requires all staff to participate in Safeguarding training/CPD at least annually. New staff will receive training in Safeguarding, Prevent and our Anti-Harassment & Anti-Bullying Policy as part of their induction.
- Where a need is identified, to recruit competent staff to deliver, suitable training and support will be provided, including on Safeguarding and Prevent.

- Staff are required to comply with our Prevent Policy, Safeguarding Policy and Equality and Diversity policy, which we see as integral to ensuring learners develop and are kept safe within MITSkills.
- For Apprentice Employers and Study Programme host employers, MITSkills will encourage the employer to understand their responsibility towards young or vulnerable Apprentices or learners and name a Single Point of Contact (SPOC) to support the learners and act as an employer Safeguarding and Prevent Point of contact for young or vulnerable adult Apprentices. MITSkills staff will signpost the employer to suitable training for the Employer's SPOC to support their knowledge of Safeguarding and Prevent. This will include access to our Policy on our website.

Safeguarding Code of Conduct

The code of conduct should guide all actions taken by staff and anyone else working on behalf of MITSkills. If it is necessary to act contrary to it (for example, visiting a learner in their home), you should only do so after discussion and approval with your line manager.

Place the safety and well-being of learners first – before any organisational or personal goals and before any loyalty to colleagues and friends

- a). Help and assist in developing a culture in which any member of staff can feel comfortable about pointing out to another member of staff that his/her behaviour is or may have been inappropriate.
- b). Be committed to actively preventing the exploitation and abuse of young or vulnerable learners (including apprentices in these groups).
- c). Respect all individual learners regardless of any protected characteristic (as defined within the Equality Act 2010), or ability and treat each individual learner with respect and dignity.
- d). Respect each learner's boundaries and help them to develop their own sense of rights, as well as helping them to know what they can do if they feel there is a problem. The focus of your relationship with a learner you have met through the course of your work should always remain professional, and you should always act in a professional manner. You should never develop a personal relationship, and you should avoid socialising with learners on occasions where it does not constitute part of your normal duties. Avoid establishing relationships using social media such as Facebook or X.
- e). Do not take illegal drugs whilst at work, do not drink alcohol prior to or during contact with learners and do not smoke with or in front of vulnerable learners.
- f). Do not give learners alcohol, tobacco products or any form of drug or medication. You should not assist learners in any way in obtaining these items.
- g). Ensure Learners follow the Learners' code of conduct, including IT usage, and you follow the Staff Code of Conduct.
- h). Do not engage in or tolerate the bullying or harassment of any person.
- i). Never engage in or tolerate inappropriate physical activity such as 'horse play'.
- j). Ensure all lone working with young or vulnerable learners is undertaken with caution and awareness in mind.
- k). Report where learners may be at risk of radicalisation, or extremism and challenge where learners are accessing or encouraging others to or sharing material and views with extremist or radicalisation content, to the Safeguarding Officer.
- l). When working with employers providing young or Vulnerable learners with Apprenticeships or Work Placements, identify a Single Point of Contact (See Employer Health and Safety Form) and signpost the employer to support and training for Safeguarding and Prevent. Signpost them to this policy and how to contact our Designated Safeguarding Lead. If you have Safeguarding concerns at an employer site, these should be reported to the Designated Lead, and before placement of any learner, if possible.

It is essential to have guidelines to follow in order to minimise the possibility of abuse, misunderstanding and misinterpretation. False and malicious allegations are rare, but general good practice will help prevent them. The following examples will help to create a positive, transparent culture and climate.

- a). Maintain a safe and appropriate emotional and physical distance from young or vulnerable learners.
- b). Do not make sexual or discriminatory comments of any kind.
- c). Do not engage in rough or sexually provocative games.
- d). Do not make sexual comments/innuendos.
- e). Do not become involved with lending or borrowing money or property.
- f). Do not form exclusive or secretive relationships.
- g). Do not invite young or vulnerable learners into your home.
- h). Do not allow or use inappropriate reading materials / or internet/AI materials/or sites.
- i). Do not use unacceptable forms of restraint.

All employees should be aware of the potential for misunderstanding when touching or coming into contact with young or vulnerable learners.

If it is an accepted part of a course, touching should be appropriate to the situation, and if applicable, all relevant guidelines should be followed. For example, administering first aid is an example of necessary and acceptable behaviour. Employees should, however, endeavour to minimise any possible misunderstanding of their actions.

- a) Always ensure the working environment is safe and healthy.
- b) Respect the rights, dignity of all learners and treat everyone with equality.
- c) Ensure the welfare of each child in the context of achieving their goals.
- d) Ensure that if any manual/physical support is required, it should be provided openly. Children should always be consulted, and their agreement gained.

Staff are expected to keep up to date with Safeguarding and Child protection and Prevent guidelines on SharePoint.

MIT Staff and Associates should never

- a) Engage in rough, physical, or sexually provocative games.
- b) Allow or engage in any form of inappropriate touching.
- c) Allow children to use inappropriate, racist, or abusive language to go unchallenged.
- d) Make sexually suggestive comments to a child.

Note: It may sometimes be necessary for adults to do things of a personal nature for children if they are young or disabled. These tasks should only be carried out with the full understanding of the parents/guardians/carers. If a person is fully dependent on you, talk with him/her about what you are doing and give choices where possible.

If any of the following occurs, you should report this immediately to another colleague and record the incident. You should ensure you inform the Safeguarding Officer so that the parents/guardians/carers of the child or the school are informed (Schools have specialised staff ready and prepared to assist when needed.) You should not attempt to do so yourself.

- a. If you accidentally hurt a child or young person.
- b. If he/she seems distressed in any way.
- c. If a child misunderstands or misinterprets something you have done.
- d. You are concerned that the child or vulnerable adult is being abused.
- e. A child shares inappropriate images of themselves or others with you.

For all safeguarding issues, incidents or concerns involving risk of harm, or abuse to a child, follow the current safeguarding procedures and guidelines, including where a learner raises concerns or accusations, record the facts reported and or observed, and report them to the MITSkills Safeguarding and Prevent Officer as soon as possible and no later than 24 hours. Staff

should not investigate the incident, concerns, or accusations themselves; under no circumstances should staff promise to keep what has been told to them or seen confidential.

Staff should report issues or concerns where they become aware or suspect an under-19 is involved in or as a victim of a safeguarding issue (this can involve, but is not limited to, the examples below), report it then as soon as possible and no later than 24 hours to the safeguarding lead. If the learner is in immediate danger, phone 999.

Examples of Safeguarding

- Abuse and neglect
- Child-on-child abuse
- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- Domestic Abuse
- Female Genital Mutilation (FGM)
- Child abduction
- Modern Slavery
- Radicalisation (Further information can be found in our Prevent Policy)
- Forced marriage.
- Breast Ironing
- Cyber-bullying or grooming

All the above are examples of safeguarding issues, but this list is not exhaustive.

MITSkills has an Anti-Harassment & Anti-Bullying Policy, and this gives more detail on a number of these issues; staff should read this in conjunction with this policy. Learners (including Apprentices) will cover Anti-Harassment & Anti-Bullying Policy as part of their induction, supported by our delivery staff as part of our commitment to protecting all learners (including all Apprentices) from abuse.

Young Learners being taken advantage of due to disability, or being victimised on the basis of gender, race, or religious belief, are also examples that have a safeguarding context.

If in doubt about an issue, report it, as it is better to raise an issue than for a young person's issues to be ignored.

Learners reporting an issue to Staff

Safeguarding issues can be complex. If you are approached by a learner about having issues, it is usually a sign that they trust you to listen to what they say. Do not dismiss their concerns. You must not promise to keep the issue a secret or to withhold information.

Be supportive do not lead them in their statement, listen, and assure them they will be supported, make sure you report what they the learner said as accurately as you can to the (DSL) Designated Safeguarding Lead as soon as possible and within 24 hours of it being reported to you – make sure you record the incident on the Safeguarding Incident Form attached in as much detail as possible. Do not investigate the issue yourself. If you believe the learner to be in danger, you should contact the appropriate emergency service as a priority and then report it. (See below)

Staff should report where they become aware of inappropriate relationships between other members of staff or helpers, adults, and learners, to the (Designated Safeguarding Lead) and immediately if possible and no later than 24. Hours of becoming aware of the incident.

If staff become aware of a change in a learner, such as becoming withdrawn, non-attendance, becoming aggressive, for example, they should report this as these can be a sign of the learner

being a victim of abuse or other potential safeguarding issue, and this should be report to the Designated Safeguarding Lead.

The learner going missing from learning

If a learner does not attend learning without explanation, staff should ensure that the learner is contacted and/or next of kin/guardian or social worker within 24 hours. If the learner or next of kin cannot be contacted and provide a satisfactory reason for the absence, this should be reported to the learner support and senior management, or if appropriate, to Safeguarding, where staff have reason for concern based on prior knowledge that the issue is Safeguarding related.

Learner support and Senior Management will try to contact the learner. Where the learner cannot be contacted, they will report it as an incident to safeguarding. The Safeguarding Lead will investigate and escalate the learner to the appropriate authorities.

It is the Safeguarding Officer's responsibility to investigate and report any Safeguarding issue and, as appropriate external organisations.

Learner is in Danger

If the learner is in immediate danger or injured, please contact the appropriate emergency service 999 as learner safety is a priority, but report the incident as soon as possible, preferably the same day, but within 24 hours.

This policy is to be read in conjunction with our Prevent Policy, and our Anti-Harassment and Anti-Bullying Policy, Learner Code of Conduct (which covers behaviour expected of learners), Company Rules and Staff Code of Conduct and Complaints Policy, as well as the current version of Keeping Children Safe in Education.

As part of our Safeguarding Policy and Procedures, MITSkills has guidelines relating to peer-on-peer abuse, and this is owned by the named Designated Safeguarding Lead and named Senior Manager. Staff are expected to read this, but will receive CPD related to this document.

What should staff and volunteers do if they have any safeguarding or prevent concerns?

MIT Staff should continue to report their concerns to the Safeguarding & Prevent Designated Lead, who will investigate. Please do not investigate yourself. We ask that you contact the numbers below, making sure you are safe to do so first.

If the learner is in immediate danger or injured, please contact the appropriate emergency service 999 as learner safety is a priority, but report the incident as soon as possible, preferably the same day, but within 24 hours.

We would encourage all staff to report it on the appropriate incident form available on SharePoint, and at the end of this document, as this will help structure the report, but again, we ask you to report by phone or email as soon as possible, and then complete the form as close to the reporting as possible within 24 hours.

We provide an incident form, which is available on SharePoint and at the bottom of this document.

Reporting Safeguarding and Prevent Concerns

Learners (including Apprentices)

You can report any Safeguarding issues or concerns to any member of staff – or if you prefer, you can contact our Designated Safeguarding Lead – you will be listened to – Phone 01932 341416 and ask for the Safeguarding Lead, Stuart Francis or Deputy Claire Clark or email safeguarding@mitskills.com.

Staff and Employers (SPOC)

MITSkills may have reduced office staff, and as a precaution, the Director is acting as an initial point of contact and backup to our Safeguarding Lead. In the event of a Safeguarding issue, Staff and Apprentice Employers please follow the current process below.

- 1) Contact our Designated Safeguarding Lead on 07776 692150
- 2) If the phone number is in use, leave a voicemail clearly stating your name, contact number, and that you are aiming to report a safeguarding issue. This should be backed up with a text with the words “Safeguarding Issue” to the same number. We will ring you back.
- 3) Progress your report using the incident form, which is available on the website and attached below at the end of this policy. Email this to safeguarding@mitskills.com and also our Designated Safeguarding Lead, Stuart Francis, at Stuart.Francis@mitskills.com

MITSkills emphasises the importance of all staff acting immediately on any safeguarding concerns.

Whistleblowing

In the event of Child protection failure, where staff do not feel able to raise concerns, then the NSPCC has the following service.

The NSPCC Whistleblowing Advice Line is available as an alternative route for staff who do not feel able to raise concerns regarding child protection failures internally, or have concerns about the way a concern is being handled by their school or college. Staff can call 0800 028 0285 and the line is available from 08:00 to 20:00 Monday to Friday, and 09:00 to 18:00 at weekends. The email address is: help@nspcc.org.uk (KCISE 2025)

Staff should refer to our Whistleblowing Policy

There is a continued importance for staff to work with and support local social workers for looked-after and previously looked-after children (Relevant to those on Study programme and T Levels), where there is a known social work contact. Please ensure that this is flagged in the incident report.

Peer-on-peer/ Child on Child abuse and encouraging learners to stay safe online peer on peer-on-peer/child-on-child abuse continues to be a risk, including online abuse, and staff are encouraged to discuss wider learner needs and experiences as part of regular review and to encourage learners towards safe online use.

As part of our commitment to learners’ safety and awareness, we cover this policy as part of their induction. We also include Learning Curve online modules to support learners (including Apprentices) on the following: - online and internet safety, safeguarding, and prevent. If you have a learner and they have not had access to these training modules, or they have lost their access to these, please contact Admin by email. admin@mitskills.com

The Government has provided free online courses to support learner safety, and these resources can be found via the Education and Training Foundation, called “Side by Side” Please follow the link below.

Safeguarding in Further Education and Skills 2025/26 | Learning | The Education and Training Foundation (checked 2025)

The Government has provided support has also provided the following link to a free course, which is an introductory Level 1 course in Cybersecurity and Staying Safe online to support those in learning. (Checked 2025)

https://www.open.edu/openlearn/science-maths-technology/introduction-cyber-security-stay-safe-online/content-section-overview?utm_source=ncs&utm_campaign=ol&utm_medium=cybersecurity

Staff should also try to be aware of changes in participation in online classrooms or online activity that could be suggestive of a safeguarding issue, e.g., becoming aware of learners accessing radical materials or using inappropriate use of chat sites, texts and emails between peers. (Please refer to Keeping Children Safe in Education) See the link. (Checked Sept 25)

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

If a member of staff **becomes concerned that another member of staff may be using online or personal contact with a learner in a manner that is inappropriate, manipulative, or abusive**, they should report this as a safeguarding concern immediately, see **reporting above**.

It is of continuing importance for staff to work with and support local social workers for looked-after and previously looked-after children (Relevant to those on Study programme and 16 to 19 and T Levels), where there is a known social work contact. Please ensure that this is flagged in any incident report. In the event staff are contacted by Social Workers over a Safeguarding concern, they must report this to the Named Director and Designated Safeguarding Lead, see reporting above.

Arrangements to support children that the school or college is concerned about, who do not meet the ‘vulnerable’ definition.

MITSkills expects all learners that delivery staff will continue to support learners made redundant and/or Breaks in Learning with evidence of learning and review, as well as contact, is a continuing requirement. Where a tutor or delivery staff member becomes aware that a learner is failing to participate in learning, they should attempt to communicate this to the learner to understand why. This should be flagged to their lead tutor and the contacts given below under failing to engage as part of reporting and within 3 working days of becoming aware of the failure to engage.

Learners who are not considered vulnerable may have additional support needs during this period. MITSkills can offer a variety of support, advice, and guidance.

Learner Advice and Guidance

Learners requiring support and guidance – staff should be aware that we offer support and wider advice and guidance, and how a learner can access these.

Our Advice and Guidance trained team can be contacted by the online form on our website or by calling 0300 303 2225.

We also offer a 24/7 self-referral service via the National Helpline Organisation on our website.
(Checked Sept 2025)

<https://mitskills.com/learner-support-iag-links/>

For those going on a **break in learning or being made redundant, there is additional support** available. Staff and tutors should **report** when a learner is on a break in learning or made redundant on the relevant form and by email as soon as possible, and no later than 3 working days after being informed. The learner may be impacted by a variety of issues, for example, loss of employment, loss of income and may need additional support.

Those made redundant within 6 months of completion or who have completed at least 75% of their practical period are entitled to complete their Apprenticeship. This should be discussed as a matter of urgency, and the learner and tutor must agree on how this will be achieved, and there must be a signed plan. Tutors should consider what support the learner may need and agree with this with the learner (and employer, where appropriate).

For MITSkills to support learners on a Break in Learning or in redundancy, tutors must ensure they check learners' contact details, and detail in a change of circumstance form the most recent email, telephone number, on which the learner can be contacted, or if they are not to be contacted, this must be clearly stated on the form. This should be emailed within 24 hours to admin@mitskills.com.

Support, including help with job search for those made redundant or other support for employment, including employability skills or sign posting to careers advice, should be evidenced either via review and/or change of circumstance (confirmation of this can be by learner email) for those unable to continue in learning and employment, showing the agreed support.

Again, please see our website for signposting to high-quality careers advice.

Breaks in learning should be in writing /email on the relevant form – it must state the reason for the break in learning – the employer and/or learner should state clearly why the break in learning is required, and state they intend to return. There should be clear evidence that the learner has agreed to the break (signature or email confirmation from the learner). These **learners should be offered support** for wider skills outside the apprenticeship to support their return to learning. The National Careers Service give guidance on courses which may help support wider employability learning during a break in learning.

<https://nationalcareers.service.gov.uk/find-a-course/page?searchTerm=free%20online&distance=10%20miles&town=&orderByValue=Relevance&startDate=Anytime&courseType=§ors=&learningMethod=&courseHours=&courseStudyTime=&filterA=true&page=1&D=0&coordinates=&campaignCode=&qualificationLevels=>

Continuing communication during Breaks in Learning. Please confirm the current contact details for the learner as part of the request for Break in Learning to ensure MITSkills can continue to **support the learner as required by the DfE**.

A broad plan for return and follow-up plan should be agreed, including the employer and learner's commitment to restart learning within 6 months, and agreed contact reviews should be included in this plan (**also a DfE requirement**). Please confirm to the learner that MITSkills will continue to offer support as part of this plan, and ensure they are aware of how to contact our learner support team.

In addition, groups/or individuals made redundant or on breaks will be contacted by text, phone, or email offering learner support as part of our commitment to our duty of care. Tutors remain the first point of contact for those in learning, and we are asking for evidence of support for the learners in learning every 4 weeks during this period. Tutors must follow this up with the employer to ensure plans for return to the apprenticeships are updated.

If a **learner is failing to continue learning**, including off-the-job hours of 20% the tutor should ensure that they evidence calls and emails to learners and or employers and inform MITSkills by email, see. If tutors become aware that the issue falls into safeguarding concerns, see Reporting Safeguarding and Prevent above.

- Young learners (16 to 19, including those on EHC, 19 to 25 and care leavers who are not physically at college), safety remains a focus in this period,
- Concerns over safety issues for these learners should be reported under Safeguarding and Prevent.

We ask all tutors and assessors to report where any learners are not engaging in learning for all age groups (including online) to admin@mitskills.com

Date Reviewed	23/09/2025
Reviewed	Annually
Version Status	Approved
Approved By:	 Company Director: Date 23/09/25

Safeguarding & Prevent Incident Report Form.

(Email to safeguarding@mitskills.com)

This form should be used by staff to record safeguarding or prevent concerns. The completed form should be sent to a member of the safeguarding team. (If the learner is in immediate danger, call 999)

Your name	Your position
Department	Contact phone number
The learner's details	
Name	
Address/phone number	
Date of birth	
Other relevant details about the child: <i>E.g., family circumstances, physical and mental health, any communication difficulties.</i>	
Parent/guardian/carer's details	
Details of the allegations/suspensions	
Are you recording: (Please put X in the box for all relevant)?	
• Disclosure made directly to you by the learner.	☐
• Disclosure or suspicions from a third party?	☐
• Your suspicions or concerns?	☐
Date and time of disclosure	
Date and time of incident	
Details of the allegation/suspensions. <i>State exactly what you were told/observed and what was said. Use the person's own words as much as possible</i>	
Action taken so far:	
Signed	Date