Safeguarding and Prevent Policy

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Introduction

1. Strength and Conditioning Academy Ltd is committed to ensuring the safety and well-being of all its customers, staff, and other stakeholders. This Safeguarding Policy outlines our dedication to creating a safe and supportive environment for everyone participating in our education courses and interacting with our organisation. It sets out the measures we have put in place to prevent and respond to any safeguarding concerns that may arise.
2. Throughout these policies and procedures, reference is made to 'children and young people'. This term is used to mean 'those under the age of 18'. It is also recognised that some adults are vulnerable to abuse and, accordingly, these procedures may be applied (with appropriate adaptations) to allegations of abuse and the protection of vulnerable adults. Vulnerable adults have the same rights, in law, to special measures as children.

Responsibilities

3. Achieving a safe workplace for staff, customers and other stakeholders is a collective task shared between the Employer and all its staff. This policy and the rules contained in it therefore apply to all staff of the Employer irrespective of seniority, tenure and working hours, including all employees, directors and officers, consultants, and contractors, casual or agency staff, trainees, homeworkers and fixed-term staff and any volunteers or interns (referred to as Staff).
4. The board of directors of the Employer has overall responsibility for this policy and for safeguarding and the Managing Director has been appointed as the person with day-to-day operational responsibility for these matters as the Safeguarding Officer.
5. All Staff have personal responsibility to ensure compliance with this policy, to create a safe environment for all. In addition, Staff who take part in management, recruitment, selection, promotion, training, and other aspects of career development (referred to as Managers) have special responsibility for leading by example and ensuring compliance.
6. Managers must take all necessary steps to:
    - promote the objective of safeguarding set out in this policy;
    - ensure that their own behaviour and those of the Staff they manage complies in full with this policy; and
    - ensure that any safeguarding issues that may arise are dealt with appropriately and are not suppressed or disregarded.
7. In pursuit of these aims, Strength and Conditioning Academy Ltd will annually review policies and procedures with the aim of:
    - Raising awareness of issues relating to the welfare of children, young people, and vulnerable adults;
    - Aiding the identification of those who may be vulnerable and at risk;

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- Improving preventative measures that create a safe environment for children, young people, and vulnerable adults;
- Developing procedures for reporting and dealing with allegations of abuse against members of staff; and
- The safe recruitment of staff and on-going training to ensure we are delivering best practice when it comes to the safeguarding of children, young people, and vulnerable adults.

8. In developing the policies Strength and Conditioning Academy Ltd will consult with and take account of the relevant guidance from relevant agencies.

Safer Recruitment

9. Strength and Conditioning Academy Ltd is committed to safer recruitment practices for staff and instructors who may come into contact with children, young people, and vulnerable adults. We will conduct thorough background checks, including DBS (Disclosure and Barring Service) checks where applicable, to ensure the suitability of individuals working with vulnerable groups.

Prevention of Abuse and Harm

10. All interactions with customers will be conducted in a respectful, safe, and transparent manner, adhering to professional boundaries and best practices.
11. We will take appropriate action to ensure that such children, young people, and vulnerable adults are kept safe when interacting with Strength and Conditioning Academy Ltd including:
    - Conduct regular assessments of our business activity to Identify children, young people and vulnerable adults who may be at risk of suffering harm;
    - Providing clear guidelines to staff and instructors on appropriate behaviour and conduct during courses and events; and
    - Conducting thorough background checks, to ensure the suitability of individuals working with vulnerable groups.
12. Guidelines to staff and instructors will include:
    - All staff and instructors are expected to adhere to all of Strength and Conditioning Academy Ltd policies as well that prohibit any form of abusive, exploitative, or harmful behaviour;
    - Instructors must establish and maintain appropriate professional boundaries with customers, refraining from engaging in any behaviour that could be construed as inappropriate or exploitative; and
    - Any form of physical, emotional, verbal, or sexual abuse is strictly prohibited and will not be tolerated under any circumstances.

Prevent Duty

13. As part of our safeguarding responsibilities, Strength and Conditioning Academy recognises its legal duty under Section 26 of the Counter-Terrorism and Security Act 2015 to have due regard to the need to prevent individuals from being drawn into terrorism, known as the Prevent Duty. We are

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committed to protecting learners from the risks of radicalisation and extremism by fostering a safe, inclusive environment and promoting resilience through education. All staff receive appropriate training to identify and report concerns, and we work in partnership with local safeguarding partners, including the Channel programme, to ensure a proportionate and supportive response.

14. The national Prevent strategy is an integral part of the Counter Terrorism strategy and it aims to deter people from being drawn into, promotion of or support of terrorism.
15. Where a learner or a member of staff has been identified as being vulnerable or radicalised, Strength and Conditioning Academy Ltd will refer the individual to the Managing Director who has been appointed as the Prevent Officer for assessment and support.
16. Preventing radicalisation is part of Strength and Conditioning Academy Ltd.'s wider safeguarding duty. It is every staff member's responsibility to respond appropriately to learners and colleagues whose behaviours are challenging and inappropriate.
17. It is recognised that some staff require support and encouragement to develop and use the skills required to challenge appropriately.
18. Where there is considerable concern and/or evidence relating to radicalisation or terrorism, it may be necessary to bypass internal persons and refer directly to appropriate external agencies.

Reporting Procedures

19. Any safeguarding concerns, suspicions, or disclosures will be treated seriously and handled promptly and confidentially.
20. Everyone has a responsibility to promote safeguarding and report wrongdoing if they encounter it. Those who observe or are aware of safeguarding issues must report these to the Managing Director who is the appointed Safeguarding Officer.
21. If the Safeguarding Officer is the subject of the concern, it should be reported to another senior member of staff or management.
22. Any report raised will be kept confidential so far as this is practicable. If you would like for your case to be kept anonymous, please email anon@strengthconditioning.academy. It sometimes may be necessary to disclose the complaint or take action even if this is not in line with your wishes, but we will seek to protect you from victimisation and, if you wish, we will seek to protect your identity. You should be aware that disciplinary action may be impossible without your co-operation or if you refuse to allow relevant information to be disclosed.

Responding to Concerns

23. The designated Safeguarding Officer will lead the investigation into any reported concerns.
24. If the Safeguarding Officer is the subject of the concern, another director will lead the investigation into the reported concern.
25. Where appropriate, we will cooperate with relevant authorities and agencies to ensure the safety and protection of those involved.

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Policy Dissemination

26. This Safeguarding and Prevent Policy is easily accessible on our website, provided to all staff members, and communicated to all relevant stakeholders.
27. The policy will be made available in a format that is accessible to individuals with disabilities or language barriers.
28. This Safeguarding and Prevent Policy is intended to provide a framework for creating a safe environment. It is not exhaustive, and additional policies and procedures may be implemented to address specific concerns or requirements.

Review of this policy

29. The board of directors of will keep this policy under review and have a specified review date at the top of this document.
30. Strength and Conditioning Academy Ltd encourages Staff to comment on this policy and suggest ways in which it might be improved or ask any questions if they are unsure about any part of this policy or how it is applied by contacting the Managing Director.

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