

## Safeguarding Learner Policy

The **Parallel Dreams Coaching Academy** is a training organisation providing sports and business coaching services both face to face and online for members of the public and organisations.

The **Parallel Dreams Coaching Academy** is committed to providing high quality training and coaching and to ensuring that equality of opportunity underpins all aspects of our work.

This policy relates to safeguarding the learner:

### Introduction

All coaches/examiners working with children and vulnerable adults have a legal duty to work together to protect them from harm or abuse ('No Secrets', DH, 2000). The **Parallel Dreams Coaching Academy** Safeguarding lead has overall responsibility for the safeguarding of learners and is responsible for ensuring the effectiveness of all work done to safeguard and promote the welfare of children, young people and vulnerable adults on courses. The **Parallel Dreams Coaching Academy** Policy covers: The recruitment of self-employed coaches/examiners working with vulnerable adults and the provision of a safe learning environment under the requirements of this act. The **Parallel Dreams Coaching Academy** HR department are responsible for ensuring that the organization follows safer recruitment procedures. This includes carrying out Disclosure and Baring checks on all coaches/examiners working with vulnerable learners every three years. This also applies where staffs have already been checked by a previous employer.

### Statement of Intent:

The **Parallel Dreams Coaching Academy** first priority is to ensure the safety and protection of all learners taking part in learning. In order to protect young people and vulnerable adults from harm we will act in accordance with the following legislation and guidance: 'No Secrets' DH, 2000.

### Scope

This policy statement applies to all learning provided by the **Parallel Dreams Coaching Academy**, and includes:

- All learning provision for adults delivered directly by self-employed coaches
- All learning provision for adults commissioned through partnership arrangements

### Definitions

#### Safeguarding

The term "safeguarding" describes the broader preventative and precautionary approach to planning and procedures that are necessary to protect children, young people and vulnerable adults from any potential harm or damage.

Safeguarding means:

- Protection from abuse and neglect
- Promotion of health and development

Ensuring safety and care relating to the environment and activity  
Ensuring optimum life chances

**'Child' or 'Young Adult'** An individual is considered to be a child or young person up to their 18th birthday

**'Vulnerable Adult'** A Vulnerable adult is any person aged 18 or over '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 or herself or protect him or herself against significant harm or exploitation' ('No Secrets' DH, 2000).

The list below is not exhaustive but a vulnerable adult may be someone who:

- is elderly and frail
- has a mental disorder
- has a physical or sensory disability
- has a severe physical illness
- is a substance misuser
- is homeless
- has a learning disability

### **Abuse' is**

"a violation of an individual's human and civil rights by any other person or persons" ('No Secrets' DH 2000). Abuse may consist of a single act or repeated acts, abuse may happen intentionally or unintentionally and can take place in any relationship or setting. Examples of abuse that could occur in a learning environment include:

Physical abuse – shoving, hitting, slapping

Sexual abuse - involvement in any direct or indirect (e.g. innuendo, pornography) activity against the learner's will or knowledge

Emotional/psychological abuse e.g. intimidation, bullying or humiliation  
Discriminatory abuse e.g. racial, sexual or religious harassment  
Financial or material exploitation e.g. coercing money or goods

Institutional abuse e.g. failure to ensure privacy, dignity or uphold individual human and civil rights.

Neglect or acts of omission e.g. ignoring physical or medical needs, failure to access appropriate health, social care or educational services, withholding medication.

An abuser: may be anyone including relatives, friends, professional staff, other learners and service-users, neighbours, care workers, volunteers, and strangers.

## **Policy Statement**

The **Parallel Dreams Coaching Academy** is committed to promoting safeguarding through the provision of an inclusive, supportive and safe environment for its learners, coaches and others closely associated with its work and affirms the rights of individuals to be treated fairly and with respect.

The **Parallel Dreams Coaching Academy** intends to pursue this commitment by;

### **1. Promoting a culture of value and respect for all within a supportive and safe learning environment**

Ensure that all coaches/examiner in contact with learners have a current Disclosure and Barring check for working with adults and/or children.

Provide accessible information for learners, coaches and subcontracting providers on equality, diversity, bullying, harassment, dignity and respect in the learning environment.

We will provide opportunities for adults and young people to voice any concerns they may have regarding inappropriate behaviour, abuse, harassment or misconduct and providing strong sanctions to deter victimisation or cover up of malpractice.

Supply information to learners on the **Parallel Dreams Coaching Academy** procedures for following up complaints relating to the conduct of coaches and/or other learners.

Require all coaches and others associated with the delivery of our provision to carry and produce appropriate identification on request.

Ensure that premises used to deliver learning activities are risk assessed by appropriately trained staff.

Ensure that learning activities are risk assessed by appropriately trained staff.

Ensure that care and safety issues and concerns are reported.

### **2. Providing information, training and briefings on safeguarding vulnerable adults and children that includes:**

Include information on Safeguarding as part of learner induction.

Provide information to coaches and learners about the standards we expect with regard to confidentiality and disclosure.

Provide appropriate training for coaches on safeguarding, disclosure and diversity matters.

Distribute information to all coaches on the signs of abuse and the action to take if/when abuse is reported.

Provide accessible information for learners, and coaches on the complaints procedure.

Provide headline information for learners on safeguarding, e-safety, bullying and harassment equality of opportunity and diversity.

Provide learners with the name of the designated safeguarding contact and the procedure to be followed in the case of any alleged case of bullying or harassment.

### **3. Gathering and analysing information from learners on matters related to feeling safe in the learning environment**

Generate questions on the feedback form to elicit how safe learners feel in the learning environment.

Analyse the information obtained and acting on the results.

#### **Monitoring the effectiveness of this Safeguarding Policy and reviewing it annually**

Monitor the safeguarding practices within provision.

Identify and sharing good practice in safeguarding with sub contracted providers.

Review the **Parallel Dreams Coaching Academy** safeguarding policy on an annual basis.

Link with learning networks and the local authority safeguarding unit to ensure that information on safeguarding is current and up to date.

All enquiries relating to safeguarding issues should be addressed in the first instance to the designated safeguarding officer for the **Parallel Dreams Coaching Academy**.  
[coaching@paralleldreams.co.uk](mailto:coaching@paralleldreams.co.uk)

#### **Reporting an incident**

After direct or indirect disclosure or signs of abuse are spotted, please inform, in the first instance one of the founding directors (via the email address above), with the following information:

What your concerns are.

Where, when, who from and how you got the concerns.

What you have done.

Whether the parents/carers and learner is aware of this referral?

Any additional info about the learner.

Contact information for anyone involved.

Write a report within 48 hours. Include all details of the disclosure including who was present and the reasons for your decision to make a referral. Ensure this is stored in a secure file. If there is immediate danger call 999



Send all reports to  
Safeguarding Officer; [coaching@paralleldreams.co.uk](mailto:coaching@paralleldreams.co.uk)

This policy has been approved & authorised by:

**Name: Derek Tate**

**Position: Founding director**

**Date: 28<sup>th</sup> June 2020**

**Signature: *Derek N. Tate***

**Review of Policy: Every 12 months**