

Safeguarding and Radicalisation Policy

Policy Statement

Organise Happy 's ethos is to provide a safe and welcoming environment for staff, learners and visitors within all its Centres and hired venues . It is committed to meeting its duty to safeguard and promote the welfare of children and vulnerable adults and recognises its role in identifying cases of suspected abuse and making referrals to the appropriate investigating agency .

Purpose and Scope

This policy details the responsibilities of Organise Happy in relation to safeguarding children and vulnerable adults, in line with current legislation and guidance . It also covers the Centre's statutory and moral commitment towards ensuring that learners are protected from, and educated about, the dangers of extremism and radicalisation .

Throughout the policy and supporting documentation, reference is made to 'children' . This term is used to mean those under the age of 18 . The Centre recognises that some adults are also vulnerable to abuse and the procedures may therefore be applied (with appropriate adaptations) to allegations of abuse and the protection of adults at risk .

The Centre recognises the need to work with other agencies in performing its duties under the Education Act 2002 and Children Act 2004 . These are, in summary :

- to have in place and follow procedures in keeping with local multiagency (Local Safeguarding Children's Board) guidelines
- to designate a senior member of staff as having lead responsibility for safeguarding and ensure that they receive appropriate training
- to operate safer recruitment procedures
- to have in place procedures to deal with allegations against staff
- to ensure that all staff receive appropriate safeguarding training and are aware of their responsibilities
- to review policies and procedures annually
- to have in place robust health and safety procedures including protocols for emergency evacuation

2.3 Organise Happy will ensure that all staff, no matter what role they hold within the Centre :

- Will be appropriately trained for their role and will receive awareness of safeguarding and Prevent procedures on a regular basis;
- Will be aware of the processes in place to obtain early help for a learner in need and understand their role in obtaining help;
- Will take immediate action when a disclosure is made or when there is a concern that a learners' safety and welfare is at risk;
- Will not ignore a disclosure or assume that another colleague is aware of and /or is dealing with it;
- Will not allow data protection concerns to inhibit the appropriate sharing of information .
- Will work in accordance with Organise Happy's Safeguarding Procedures .

Document: Safeguarding Policy v 1.0

Owner: Managing Director

Approved By: Board of Directors

Date of Approval: July 2019

Review Date: July 2020

2.4 The Board of Directors has oversight of compliance with safeguarding legislation and are the Lead for safeguarding and works with key staff to co-ordinate and manage procedures relating to the protection and safeguarding of children and vulnerable adults including safer recruitment and staff training.

2.5 Centre Directors act as the Senior Designated Officers and are the link with Social Services.

2.6 Organise Happy is committed to equality and diversity. Decisions and actions taken in relation to a potential safeguarding or child protection incident will not be influenced by the background or situation of any persons involved. Each case will be dealt with on its own merits.

2.7 Organise Happy has appropriate student admissions procedures in place and reserves the right to refuse admission to any student who may be a risk to themselves and others.

3. Monitoring and Review

This policy is reviewed and approved on an annual basis by the Board of Directors.

4. Associated Safeguarding policies and procedures

This policy should not be read in isolation: safeguarding and ensuring the safety and welfare of students and staff is at the core of Organise Happy's activities and staff should therefore read and familiarise themselves with the following policies and procedures:

- Data Protection policy and procedures
- Equality and Diversity Policy
- Health and Safety policy
- Staff Code of Conduct

6. Designated Staff

A list of designated persons with responsibility for safeguarding and child protection is given at Appendix 1.

7. Students with a Learning Difficulty or Disability

Students with learning difficulties and /or disabilities can face additional safeguarding challenges. The Centre will ensure that parents and students who have a learning difficulty or disability are made fully aware of the safeguarding procedure. This will ensure that the information is delivered and adapted so it is accessible and meets their individual needs.

8. Preventing Extremism and Radicalisation

As part of wider safeguarding responsibilities Organise Happy staff will be alert to:

- Disclosures by learners of their exposure to the extremist actions, views or materials of others outside of Centre, such as in their homes or community groups, especially where learners have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images

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- Learners accessing extremist material online, including through social networking sites
- Learners voicing opinions drawn from extremist ideologies and narratives and glorifying violence, especially to other faiths or cultures or advocating violence towards others
- Use of extremist or ‘hate’ terms to exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others
- Making remarks about being at extremist events rallies outside the Centre