



THE
Resilient Minds
INITIATIVE

Safeguarding Policy

1. Introduction

This Safeguarding Policy is designed to ensure the safety, protection, and well-being of all individuals involved in the online training programmes, particularly students, participants, and vulnerable groups. As an online training provider, The Resilient Minds Initiative is committed to creating an environment where learners feel safe, respected, and supported.

This policy applies to all staff, contractors, and volunteers, as well as the learners themselves. It outlines the steps taken to prevent abuse, neglect, exploitation, or any form of harm in the online training environment.

2. Aims of the Policy

- To ensure that safeguarding is a priority for all staff, volunteers, and stakeholders at The Resilient Minds Initiative.
- To provide a clear framework for identifying, reporting, and addressing safeguarding concerns.
- To protect learners from any form of harm, whether physical, emotional, sexual, or financial.
- To maintain a safe and supportive learning environment, where learners are encouraged to report any concerns without fear of repercussion.

3. Definition of Safeguarding

Safeguarding refers to the proactive steps taken to prevent the abuse, neglect, or exploitation of children, young people, and vulnerable adults. In the context of online training, safeguarding also includes ensuring the safety of learners while they are participating in training sessions, interacting in forums or chat rooms, and using digital resources.

4. Legal Framework & Compliance

The Resilient Minds Initiative follows UK safeguarding laws and best practice guidance to ensure a safe learning environment for all participants.

This policy aligns with the following laws and guidelines:

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| • The Children Act 1989 & 2004 | Establishes the duty to safeguard and promote the welfare of children. |
| • Keeping Children Safe in Education (Latest Version) | Provides statutory guidance on safeguarding responsibilities for education providers. |
| • Working Together to Safeguard Children (Latest Version) | Outlines the framework for multi-agency working to protect children. |
| • The Care Act 2014 | Defines responsibilities for safeguarding vulnerable adults. |
| • The Prevent Duty (Counter-Terrorism and Security Act 2015) | Ensures training providers take steps to prevent radicalisation. |
| • The General Data Protection Regulation (GDPR) & Data Protection Act 2018 | Protects personal data and ensures confidentiality in safeguarding matters. |

All staff, trainers, and volunteers must adhere to these regulations to ensure the safety and well-being of learners.

5. Roles and Responsibilities

- **Designated Safeguarding Lead (DSL):** The DSL is responsible for overseeing the safeguarding policy and ensuring that it is implemented effectively at The Resilient Minds Initiative. They will receive and manage all safeguarding concerns or disclosures.
- **Trainers and Staff:** All trainers and staff members at The Resilient Minds Initiative have a duty of care to ensure the safety and well-being of learners. This includes identifying potential safeguarding issues, reporting them to the DSL, and maintaining appropriate conduct in all interactions with learners.
- **Learners:** Learners are encouraged to be aware of safeguarding issues and report any concerns they have about their own safety or the safety of others.
- **Staff Recruitment and Checks:** The Resilient Minds Initiative ensures that all staff, trainers, and volunteers undergo appropriate background checks, including DBS (Disclosure and Barring Service) checks, to assess their suitability for working with learners. These checks are in line with safeguarding requirements and local legislation, ensuring that all individuals involved in the provision of training are fit to carry out their roles safely and responsibly.

6. Safeguarding Measures

6.1. Online Environment

- **Data Protection and Privacy:** The Resilient Minds Initiative will take appropriate measures to protect learners' personal data and ensure confidentiality. This includes compliance with GDPR (General Data Protection Regulation).
- **Secure Platforms:** All online training will take place on secure, vetted platforms that adhere to safety standards, ensuring learners' data and communications are protected.
- **Appropriate Content:** All course materials and activities will be vetted to ensure they do not contain inappropriate or harmful content.

6.2. Staff Training

- All staff, trainers, and volunteers will receive regular safeguarding training to ensure they can recognise and appropriately respond to safeguarding concerns.
- Staff will be trained on online safety, including preventing cyberbullying, protecting personal information, and promoting safe digital practices.

6.3. Monitoring and Reporting

- Learners will be provided with clear instructions on how to report safeguarding concerns, either through online forms or directly to the DSL via email or phone.

- All concerns, incidents, and disclosures will be logged and handled with sensitivity and urgency. This includes investigating potential risks or inappropriate behaviours in the online learning environment.

6.4. Code of Conduct

- **Respectful Interaction:** All learners, staff, and trainers must treat each other with respect and dignity. Discriminatory language, bullying, harassment, or inappropriate behaviour will not be tolerated.
- **Use of Technology:** Learners and staff are required to follow guidelines regarding the appropriate use of technology and online communication. Any misuse or harmful activity will be investigated.
- **Confidentiality:** Learners' personal information and discussions will be kept confidential, and information will only be shared in accordance with the legal requirements or when a safeguarding issue arises.

7. Vulnerable Learners

We recognise that some learners may be more vulnerable to online harm than others, including children, young people, or those with additional needs. Special attention will be given to safeguarding these individuals, with tailored approaches and additional support where necessary.

- **Safeguarding Children and Young People:** Learners under the age of 18 will be monitored more closely, and the appropriate consent from parents or guardians will be sought for participation in online training.

- **Learners with Additional Needs:** Additional support will be provided for learners with physical, mental, or learning disabilities, ensuring that they are not exposed to risks.

8. Procedure for Reporting Safeguarding Concerns

If any individual has a safeguarding concern, they must immediately report it to the Designated Safeguarding Lead (DSL) at The Resilient Minds Initiative.

- **Designated Safeguarding Lead (DSL):**
Name: Laura Waywell
Contact Number: 07707 988 227
Email Address: Safeguarding@theresilientmindsinitiative.co.uk
- **Step 1:** Report the concern directly to the DSL through the designated reporting channels (email, phone, online form).
- **Step 2:** The DSL will assess the situation and take appropriate action, which may include contacting the appropriate authorities or organisations.
- **Step 3:** The individual raising the concern will be informed of the outcome or action taken, while respecting confidentiality.

If a safeguarding concern involves a member of staff or volunteer, The Resilient Minds Initiative will follow appropriate procedures in line with statutory guidance. The matter will be referred to the **Local Authority Designated Officer (LADO)** in Knowsley, who oversees concerns related to individuals working with children.

LADO Contact Details (Knowsley):

- **Name:** Diane Kitcher
- **Email:** LADOinbox@knowsley.gov.uk
- **Phone:** 07385 420 432

Additionally, safeguarding concerns can be referred to the Knowsley Multi-Agency Safeguarding Hub (MASH) at **0151 443 2600**.

9. Responding to Allegations of Abuse

All allegations of abuse, neglect, or harm will be taken seriously, and a thorough investigation will be conducted. If an allegation is made against a member of staff or a learner, the following procedures will be followed:

- **Immediate Action:** The alleged abuser will be removed from any direct contact with the learner, if necessary, and the matter will be referred to appropriate authorities.
- **Investigation:** A formal investigation will be conducted, and the individual may be suspended pending the outcome of the investigation.
- **Support for Victims:** The learner or individual who made the allegation will be offered appropriate support and guidance throughout the process.

If an allegation is made against a member of staff or volunteer at The Resilient Minds Initiative, the following steps will be taken:

The Designated Safeguarding Lead (DSL) will be informed immediately.

The LADO in Knowsley will be contacted for advice and to determine the next steps.

If required, appropriate authorities such as the police, social care, or regulatory bodies (e.g. DBS) will be notified.

The staff member may be suspended pending an investigation, where necessary.

10. Digital Safety and Cybersecurity

The Resilient Minds Initiative is committed to ensuring that all learners use digital resources safely and securely. This includes:

- **Cybersecurity:** Our online platforms will use strong encryption methods to protect user data.
- **Digital Literacy:** We will provide training and guidance to learners about online safety, protecting personal information, and recognising potential threats like phishing or scams.

11. Monitoring and Review

This Safeguarding Policy will be reviewed annually to ensure it remains effective and up to date with current legislation, regulations, and best practices. The policy will be updated as needed, and all staff and learners will be notified of any changes.

12. Conclusion

As an online training provider, The Resilient Minds Initiative takes the safety and well-being of our learners seriously. This Safeguarding Policy ensures that appropriate measures are in place to protect learners and maintain a safe learning environment. All staff, trainers, and learners must adhere to the principles outlined in this policy, creating a community where everyone feels safe, supported, and respected.