



Global Banking School
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4. Care Act 2014
<https://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>
5. Human Rights Act 1998
<https://www.legislation.gov.uk/ukpga/1998/42/contents>
6. Safeguarding Vulnerable Groups Act 2006
<https://www.legislation.gov.uk/ukpga/2006/47/contents>

Domestic violence.

Peer to peer bullying
self-harm.

Mental health issues.

Online risks.

Physical abuse, which includes rough handling or any other unnecessary or unwarranted physical force.

Sexual abuse.

Psychological abuse, which includes emotional abuse, threats of harm, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, and verbal abuse.

Financial or material abuse which includes exploitation, misuse or misappropriation of property, theft, and fraud.

has needs for care and support; (ii) is experiencing, or is at risk of experiencing abuse or neglect; and (iii) as a result of those needs is unable to protect themselves against the abuse or neglect or the risk of it.

4.3. Safeguarding: in defining our approach towards young people, GBS draws on the

that they may require to arrange appropriate training and guidance on safeguarding procedures.

Ensure that appropriate safeguarding training is available for GBS staff who work with young people and Adults at Risk.

Ensure that that processes and procedures are in place for relevant recruitment checks and that these are conducted for relevant roles.

Ensure that routes to report or escalate safeguarding concerns are clearly signposted, accessible, and appropriately monitored.

Ensure that reported safeguarding concerns are reviewed, specialist guidance sought, and appropriate action taken to escalate internally and/or to the relevant external agency within statutory time frames.

Prepare and submit referrals as appropriate to OfS, the Local Authority Designated Officer, the Multi Agency Safeguarding Hub and/or Local Safeguarding Board.

Ensure that GBS is aware of its responsibilities to safeguard young people and Adults at Risk whether they are acting as a paid member of GBS staff or supporting GBS-led activity in an unpaid capacity as a volunteer.

Ensure that all are aware of how to report a safeguarding concern (*Annex 1*)

Safeguarding email safeguarding@globalbanking.ac.uk

6. Legislation

Protection of Freedoms Act 2012

Sexual Offences Act 2003

Mental Capacity Act 2005, and the Mental Capacity (Amendment) Act 2019

HM Government (2018) Working together to safeguard children. A guide to inter- agency working to safeguard and promote the welfare of children.

Management of Health and Safety at Work Regulations 1999

6.2. Equality and Diversity

6.2.1. The Equality Act 2010 provides protection against discrimination, harassment, and victimisation on the grounds of disability and other protected characteristics. It is a legal duty for higher education institutions to anticipate needs and make reasonable adjustments so that disabled students are not placed at a substantial disadvantage compared to students who are not disabled.

6.3. Working with Partners and Information Sharing

6.3.1. GBS will share information with local organisations, as appropriate. GBS may also share specific information about an individual or a group of individuals engaged in any actual or suspected unlawful activity, which would pose a risk to the safety or wellbeing of others. In reaching a decision to share information with third parties, GBS will adhere to our Data Protection Policy and take any decision in the context of our Freedom of Speech Policy. GBS will refer to and maintain communication with external agencies in relation to safeguarding, where necessary. This includes children and adults safeguarding boards, MARAC, Police, NHS & therapeutic services.

6.4. Training and Referral Procedure

6.4.1. The staff body will receive annual training on safeguarding. New staff will complete mandatory training during their onboarding. Members of staff who hold responsibility for safeguarding will be given training and participate in workshops to ensure staff understand GBS Safeguarding Policy. Training and workshops for GBS staff will involve:

The context and expectations of Safeguarding

Duties and responsibilities of GBS, its staff and students

Referral procedures for suspected cases of abuse

Definitions of terminology and how to identify vulnerable individuals and risks
Understanding the importance of their own behaviour and professionalism and not discussing inflammatory subjects with students within the context of GBS Freedom of Speech Policy.

Ensuring Student Representatives and the wider student body are fully aware of this policy and associated procedures. This will include:

- understanding terminology
- understanding how to refer a student of concern.
- importance of maintaining a supportive, respectful, and tolerant culture in GBS

6.5. If any member of staff or student is concerned about another staff member or student or group of students, they must contact safeguarding@globalbanking.ac.uk. GBS Safeguarding Lead will manage student concerns and make the necessary referrals.

7. Monitoring and Review

7.1. This policy may be amended by GBS at any time and will be reviewed annually, reporting to Academic Board to ensure it is fit for purpose. The annual report will include the number of safeguarding cases across partnerships and campus specific. No protected information will be shared in the report.

8. Data Protection and Confidentiality

8.1. GBS

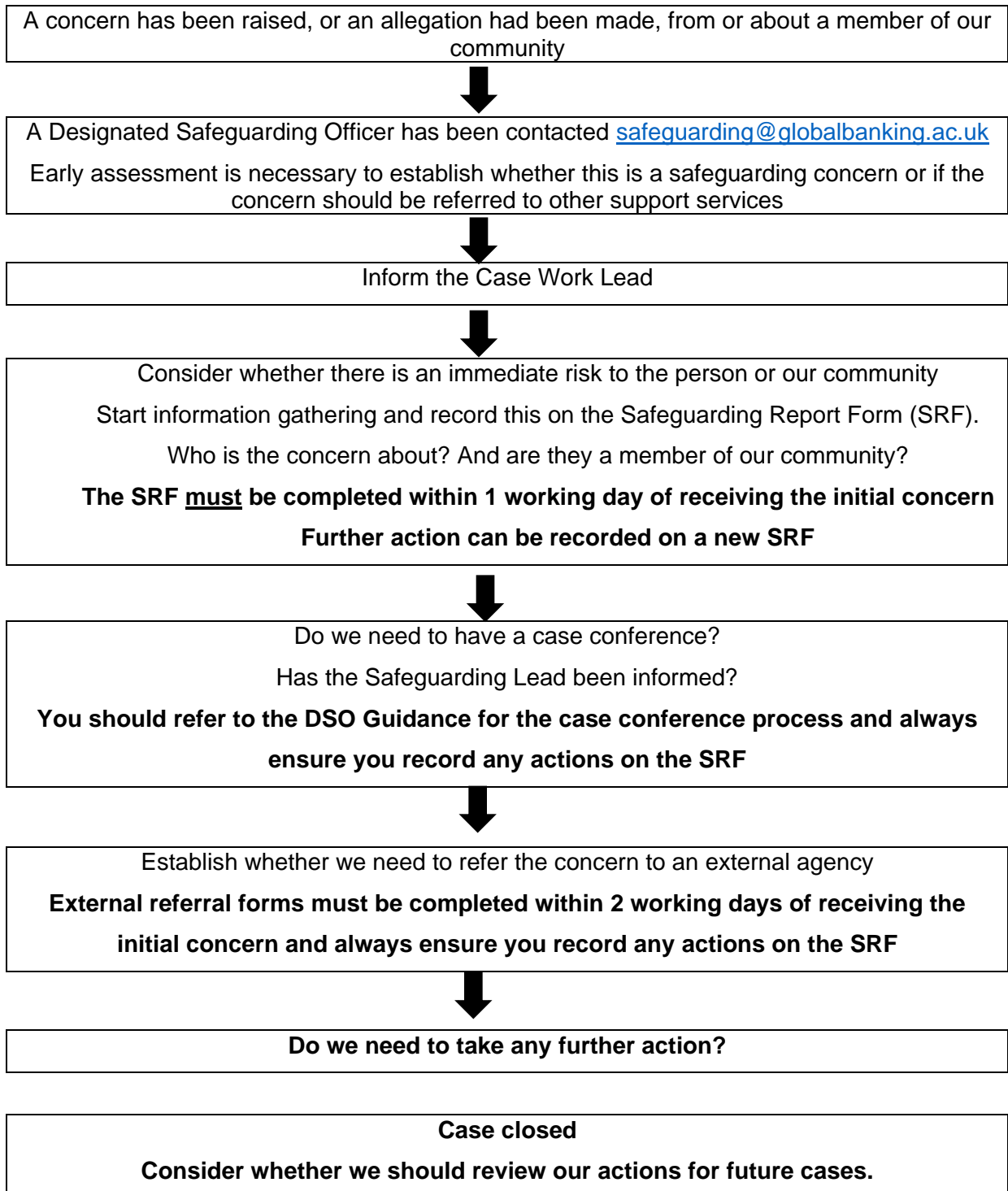
Information Commissioners

website.



8.3.

Annex 1: Process for Escalating a Safeguarding Concern



Annex 2: Useful Information

The Care Act 2014 introduces responsibilities for local authorities. It also has major implications for adult care and support providers, people who use services, carers and advocates. It replaces No Secrets and puts adult safeguarding on a statutory footing.

<https://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>

The general principle is that everybody over the age of 16 years has capacity unless it is proved otherwise; people should be supported to make their own decisions, anything done for or on behalf of people without capacity must be in their best interests and should be the least restrictive intervention

https://www.legislation.gov.uk/ukpga/2005/9/pdfs/ukpga_20050009_en.pdf

Further Education and Training (FET) Providers are expected to take responsibility for the safeguarding of their learners which extends beyond the physical FE environment. Any signs of learners, or colleagues being at risk whether on the programme or not is something that we need to action or refer.

<https://www.et-foundation.co.uk/professional-development/safeguarding-prevent/designated-safeguarding-lead/safeguarding-guidance-and-legislation-for-adults-and->