



Freedom Training and Consultancy Ltd (The Company) delivers a comprehensive range of Vocational (social care) Training courses, Consultancy, Family Support work, coaching and Mentoring and other services in social care. The company is funded by individuals, charities, maritime organisations, fostering organisations, residential childcare, housing providers and government agencies.

### **Policy Statement**

Freedom Training and Consultancy Ltd is strongly committed to practices that protect children, young people and adults from abuse. Our associate members recognise and accept their responsibilities to develop the awareness of the risks and issues involved in safeguarding. The company also recognises that it has a responsibility to protect staff from unfounded allegations of abuse. We are committed to working with existing local safeguarding or adult safeguarding Boards and other health and social care partnerships in the areas we work to ensure the safeguarding is paramount.

### **The purpose of the policy is to:**

Provide protection for anyone coming into contact with Freedom Training and Consultancy Ltd.

### **Definition**

For the purposes of this policy and associated procedures, children and young people are any person under the age of 18 years. (Working together to safeguard children and young people 2018).

We accept the definition of adults at risk as “a person 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 unable to protect him or herself against harm or exploitation” (Care Act 2014).

### **Accountability and Responsibility**

Safeguarding incidents or concerns are reported to the designated safeguarding officer for Freedom Training and Consultancy Ltd.

The Designated Safeguarding Lead is responsible for monitoring and managing incidents or concerns and liaising with safeguarding agencies.

### **Training**

The company has a duty to promote safeguarding issues and measures to all associates and staff to ensure they:

- Analyse their own practice against established good practice, and assess risk to ensure their practice is likely to protect them from false allegations



Freedom  
Training and Consultancy  
**SAFEGUARDING POLICY**

- Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse (Code of Conduct)
- Undertake CPD training on contextualised safeguarding to raise awareness of current issues and Legislation

### **Disclosure and Barring Service Checking**

The company has a responsibility to ensure safe recruitment and employment practices.

New and existing staff and associates who frequently or intensively work with children, young people and vulnerable adults in training or other services must be checked through the Home Office for Disclosure and Barring information.

### **Review**

Freedom Training and Consultancy Ltd Safeguarding Policy will be reviewed annually. The review process includes analysis of monitoring data, consultation with and feedback from learners, clients, staff and other stakeholders to determine the impact of the policy and any action required.

### **Designated Safeguarding Lead – Tracy Keane**

Main contact number: 07900086368

Other: 01323 304778

Tracy Keane  
CEO