

## SAFEGUARDING POLICY STATEMENT

**Cutlass Security Group, Cutlass Support Services & Cutlass Learning Academy** is committed to the safeguarding of all learners. We expect all staff, sub-contractors, employers, visitors, and other learners to share this commitment with us.

Our aim is to create and retain a safe environment for all our learners. We want all our learners to feel safe, secure, and valued always.

At **Cutlass Learning Academy**, safeguarding is an integral part of all activities and functions as it is a fundamental element of the general performance of the training centre. It applies to our members of staff as well as the company's property and assets. This policy also compliments and supports other relevant policies and procedures.

We strongly believe that all learners have the right of protection against abuse, harm, mistreatment, or exploitation irrespective of their race, age, gender, disability, religious belief and/or sexual orientation, The board members, directors, managers, and staff recognise and appreciate the significance of working together with learners, parents/carers, employers, and any other parties that may be involved to safeguard and ensure that the interests and wellbeing of learners are always maintained.

We will strive to safeguard learners by:

- Understanding their importance
- Listening to their ideas and concerns
- Respecting them and their opinions and ideas.
- Making them part of decisions that may involve them.
- Making sure that all concerned parties know about the safeguarding policy and protection procedures and abide by them.
- Maintaining a secure environment for learners to be in.
- Making information available to the relevant agencies regarding any concerns.
- The proper and safe recruitment procedure has been followed including appropriate checks and verifications are made.
- Putting in place a code of conduct for all members of staff within the company.
- The provision of effective management through induction, assistance, and training.
- Ensuring that all staff understands their duty to report misconduct, transgression, fraud, and any other illegal activity they find taking place within the company.
- Handling allegations and concerns that pertain to members of staff correctly.

### PREVENT Radicalisation Policy

Radicalisation is defined as the act or process of making a person more radical or favouring of extreme or fundamental changes in political, economic, or social conditions, institutions, or habits of the mind. Extremism is defined as the holding of extreme political or religious views.

At **Cutlass Security Group, Cutlass Support Services & Cutlass Learning Academy** we are fully committed to safeguarding and promoting the welfare of all students and staff. We recognise that safeguarding against radicalisation is no different from safeguarding against any other vulnerability.

At **Cutlass Security Group, Cutlass Support Services & Cutlass Learning Academy** all staff members are expected to uphold and promote the fundamental principles of British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

Signed:



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Name: Humayun Shahzad

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