

Safeguarding Policy

Policy Ref	Version	Date Issued	Review Date
T8-POL-002	1.0	June 2026	June 2027

1. Policy Statement

T8 Learning and Development Ltd is committed to safeguarding and promoting the welfare of all learners, particularly children, young people, and vulnerable adults. We recognise that safeguarding is everyone's responsibility and that the welfare of learners is paramount.

2. Scope

This policy applies to all staff, associates, volunteers, and contractors working on behalf of T8 Learning and Development Ltd, in all settings including face-to-face delivery, remote/online learning, and workplace visits.

3. Legal Framework

This policy has been developed in accordance with:

- The Children Act 1989 and 2004
- The Safeguarding Vulnerable Groups Act 2006
- Keeping Children Safe in Education (DfE, 2023)
- Working Together to Safeguard Children (2023)
- The Care Act 2014 (adults at risk)
- Prevent Duty (Counter-Terrorism and Security Act 2015)

4. Definitions

4.1 Children and Young People

For the purposes of this policy, a child is anyone under the age of 18. T8 Learning and Development Ltd may deliver qualifications to learners aged 16 and 17 in some programmes, and this policy applies fully in those circumstances.

4.2 Vulnerable Adults

A vulnerable adult is a person aged 18 or over who may be at risk of abuse, harm, or exploitation due to disability, illness, age, or circumstances.

5. Designated Safeguarding Lead

The Designated Safeguarding Lead (DSL) for T8 Learning and Development Ltd is:

Name	Darren Tate
Role	Director / Designated Safeguarding Lead
Contact	darren@t8learninganddevelopment.co.uk

6. Recognising Abuse and Harm

Staff and associates must be aware of the signs of abuse and harm, which may include:

- Physical abuse — unexplained injuries, bruising, or marks
- Emotional abuse — withdrawal, low self-esteem, or changes in behaviour
- Sexual abuse — inappropriate sexual knowledge or behaviour
- Neglect — poor hygiene, hunger, or inadequate clothing
- Radicalisation — expressions of extreme views or sudden behavioural changes
- Financial exploitation — particularly relevant for vulnerable adults

7. Reporting Concerns

Any member of staff or associate who has a concern about the welfare of a learner must:

- Report their concern to the DSL immediately — do not delay
- Record what they have observed or been told, using the learner's own words where possible
- Not investigate the concern themselves or promise confidentiality to the learner
- Contact the local authority children's services or adults' safeguarding team if the DSL is unavailable and there is immediate risk

External referral contacts:

- Redcar and Cleveland Children's Services: 01642 130700
- Redcar and Cleveland Adults Safeguarding: 01642 771500
- Police (non-emergency): 101 | Emergency: 999
- NSPCC Helpline: 0808 800 5000

8. Prevent Duty

T8 Learning and Development Ltd will comply with its duties under the Prevent strand of the Government's counter-terrorism strategy. All staff will be alert to signs of radicalisation or extremism and will report concerns to the DSL who will make a referral to the local authority Prevent team or Channel programme where appropriate.

9. Safer Recruitment

T8 Learning and Development Ltd will ensure that all staff and associates working with learners under 18 or vulnerable adults hold a valid enhanced DBS (Disclosure and Barring Service) check before commencing work.

10. Training

All staff will receive safeguarding awareness training at induction. The DSL will undertake appropriate safeguarding training and keep their knowledge and skills updated regularly.

11. Review

This policy will be reviewed annually and updated to reflect changes in legislation, statutory guidance, or awarding body requirements.

12. Sign-off

Approved by	Position	Date
Darren Tate	Director / Lead Trainer	June 2026