

LTE Group

Safeguarding Strategic Framework 2024 -
2025

Introduction

LTE Group is committed to promoting the welfare, safety and protection of all students. This framework applies to the safeguarding of all ages enrolled with the group. The fundamental aims of this strategic framework are aligned to the statutory legislation and the key principles of effective safeguarding.

LTE Group structure encompasses business units that publish Policies and Procedures in line with the outcomes described in this framework:

- providing help and support to meet the needs of children, young people and vulnerable adults as soon as problems emerge
- protecting children, young people and vulnerable adults from maltreatment, whether that is within or outside the home, including online
- preventing impairment of children, young people and adults mental and physical health or development
- ensuring that children and young people grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children, young people and vulnerable adults to have the best outcomes in line with the outcomes set out in the Children's Social Care National Frameworks and Adult Safeguarding and 'At Risk' arrangements

These responsibilities apply to all members of the Group community, including for example contractors and visitors, during any interactions they may have with staff and students.

Statutory Guidance and Legislation

All Group Business Units publish safeguarding Policies and Procedures that are aligned to the following key pieces of legislation and statutory guidance.

- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2024)
- The Children Act (1989) and (2004)
- Ofsted Education Inspection Framework
- The Office for Students Regulatory Framework
- The Prevent Duty (2023)
- Safeguarding Vulnerable Groups Act 2006
- Children and Families Act 2014
- The SEND Code of Practice (2015)
- Education and Training (Welfare of Children) Act 2021
- The Care Act (2014)
- Guidance for Safer Working Practice for those Working with Children and Young People in Education Settings (2022)

Novus provision is also subject to specific requirements as required by the Ministry of Justice (MoJ).

Scope

This framework applies to all students and staff within the LTE Group.

Aims:

- To provide a Group Strategic Framework for standards and expectations linked to effective Safeguarding Policy and Procedures.
- To promote effective early help and safeguarding support for all students enrolled at LTE Group.
- To ensure that when a student is identified as suffering or likely to suffer significant harm there is a prompt, appropriate and effective response to ensure the protection and support of the child, young person or vulnerable adult.
- To ensure Safer Recruitment practice is effective and deters unsuitable people from applying or being employed by LTE Group.
- To promote a shared responsibility and a culture of “it could happen here”.
- To reduce risks and prevent students being drawn into terrorism or supporting terrorist activity.
- To promote expectations for strong multi-agency and multi-disciplinary working.
- To promote the principles of effective information sharing.
- To provide standards and expectations for workforce development and appropriate safeguarding training and CPD.
- To ensure Group Business Units effectively discharge their functions having regard to the need to safeguard and promote the welfare of children, young people and vulnerable adults.
- To enable Group Senior Leaders to promote and embed a learning culture which supports Group Business Units to be reflective and implement changes to practice.

Specific Circumstances:

Group Leaders and Managers must ensure that Policies and Procedures reflect vulnerability, and that staff are alert to the following additional vulnerabilities:

- is disabled
- has special educational needs (whether or not they have a statutory education, health and care (EHC) plan)
- is a young carer
- is bereaved
- is showing signs of being drawn into anti-social or criminal behaviour, including being affected by gangs and county lines and organised crime groups and/or serious violence, including knife crime
- is frequently missing/goes missing from care or from home
- is at risk of modern slavery, trafficking, sexual and/or criminal exploitation
- is at risk of being radicalised

- is viewing problematic and/or inappropriate online content (for example, linked to violence), or developing inappropriate relationships online
- is in a family circumstance presenting challenges, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves
- is suffering from mental ill health
- has returned home to their family from care
- is a privately fostered child
- has a parent or carer in custody
- is missing education, or persistently absent from education
- has experienced multiple suspensions and is at risk of, or has been permanently excluded

Safeguarding Leadership and Designated Roles:

LTE Group has a clearly defined Safeguarding Structure in place which clearly shows the Safeguarding accountability and responsibilities with a named LTE Safeguarding Governor, a named Executive Safeguarding Lead, and a named Designated DSL for each Business Unit (where appropriate a named deputy DSL).

LTE Group has a Safeguarding Strategy Group which meets three times per year monitoring and tracking the Safeguarding assurance across the LTE Group, which reports into the Executive team and LTE Board.

Each Business Unit will have a Safeguarding Committee held three times per year and chaired by the Business Unit Designated Lead and reports into the relevant Business Unit Board.

Professional Curiosity:

Group Policies and Procedures must promote professional curiosity - staff should use their judgement and exercise professional curiosity, promoting the early identification of abuse and neglect so that staff are able to identify cases of children, young people and vulnerable adults who may be in need of help or protection.

Radicalisation or Extremist Behaviour

The Prevent Duty (21st September 2015 issued under Section 26 of the Counter-Terrorism and Security Act 2015) designates all institutions, including sixth form colleges and independent training providers, in helping prevent people being drawn into terrorism which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

All Group Policies and Procedures must reflect the individual Business Unit Prevent Duty expectations, including the following objectives, detailed in the Prevent Duty Guidance for England and Wales (2023):

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Supporting sectors and institutions where there are risks of radicalisation.

Novus provision is subject to specific requirements as required by the Ministry of Justice.

Outcomes:

All Business Units will:

- develop appropriate Policies and Procedures for safeguarding and promoting the welfare of children, young people and vulnerable adults
- have a robust Prevent Action Plan and Risk Assessment that is regularly reviewed (Novus will follow the MoJ's Action Plans and Assessment)
- provide safeguarding training in line with KCSIE annual updates and other thematic workforce development needs
- Monitor and evaluate the effectiveness of safeguarding arrangements in line with each Group Safeguarding Policy aims.

The LTE Group/Total People, People and Talent teams will ensure that the following policies and procedures are in place and are routinely used across the Group:

- Safer Recruitment (including vetting and DBS checks)
- Whistleblowing

The LTE Group/Total People People and Talent teams will ensure that the Single Central Register is in place and accurate at all times and will encompass all business units and service areas.

The LTE Group/Total People People and Talent team will ensure that cross group mandatory training is updated annually in line with legislation and compliance is monitored and tracked across group.

Relevant Policies

- The Manchester College Safeguarding Policy and Procedure
- UCEN Manchester Safeguarding Policy
- NOVUS Safeguarding Policy
- Total People/MOL Safeguarding Policy
- LTE Group Safer Recruitment Policy
- Whistleblowing Policy
- Relevant MoJ Policy