

We ensure staff are effective at implementing our safeguarding strategy.

We have a policy and review / update it regularly.

We believe that by reviewing our safeguarding procedures in the workplace it helps guarantee the safety of vulnerable groups we work with. DBS checks are key in enabling our employees and volunteers are suitable for the type of work we carry out.

Norpro Training Leaders and Managers promote and develop a safeguarding culture in the company by regular supervision, support and training. A thorough induction process is in operation in the workplace and organisation.

New employees undergo a trial period of employment or probationary period to allow their skills to develop.

Norpro Training has a whistleblowing policy and a complaints procedure which is displayed throughout the company.

We identify and act on safeguarding concerns by using our five step policy.

- Recognise by knowing what child abuse and the abuse of vulnerable adults is, and knowledge of which signs, and symptoms our staff and volunteers should be aware.
- Respond appropriately by ensuring the disclosure is listened to in calm and professional manner.
- Report any concerns about the welfare of a child or vulnerable adult to the safeguarding officer for them to make a judgement on how to proceed.
- Record exactly what happened in their words or what was observed.
- Referral by the safeguarding officer to the appropriate statutory agency.

Norpro Training is fully compliant with the prevent duty of care program.

All staff have undergone prevent training sessions with Home Office approved trainers and carry out annual CPD on the Educare program.

All staff promote British values and feel they are able to identify vulnerable young people who are potentially at risk of radicalisation.