

# Safeguarding Policy for Learners

## Policy Statement

Milltech is committed to ensuring that every young person or vulnerable adult who takes part in any activity provided by the organisation should be able to do so in a safe and protected environment.

We believe that all young people whatever their age, culture, ability, gender, language, racial origin, religious belief, sexual orientation, or disability have a right to protection from abuse.

The welfare of all young people and vulnerable adults is very important to the company.

A young person is anyone up to the age of 17.

**A vulnerable adult is anyone aged 18 or over who has:**

- a substantial learning or physical disability;
- a physical or mental disorder including an addiction to drugs or alcohol; or
- a significant reduction in physical or mental capacity.

## Categories of Abuse

Abuse may consist of a single act or be repeated acts. It may be physical, verbal or psychological. Abuse can happen in any relationship and may lead to harm to the person subjected to it.

**Physical Abuse** - may involve hitting, shaking, throwing, burning or scalding, drowning, suffocating or otherwise causing physical harm.

**Emotional Abuse** – may involve telling people they are useless or unloved, actions causing someone to feel frightened or in danger, placing very high expectations on a person that cannot be reached.

**Sexual Abuse** – involves forcing a person to take part in sexual activities which may involve physical contact. It may also include encouraging people to look at or watch pornographic materials.

**Neglect** – the ongoing failure to meet a person's physical or psychological needs which may involve failing to provide shelter, food, and clothing or failing to protect a person from harm.

**Bullying** – a very common form of abuse that can be physical and emotional and can leave people feeling isolated and lonely.

**Financial Abuse** – may involve theft, fraud or misuse of possessions.

**Discriminatory Abuse** – may involve hurtful comments based on a person's disability.

## What Milltech Will Do

**In order to safeguard young people and vulnerable adults Milltech will:**

- take all reasonable steps to prevent or minimise harm through:
  - risk assessments
  - health and safety procedures
  - equality and diversity procedures
  - staff selection, recruitment and training
  - reacting to and reporting abuse
- take all allegations of abuse seriously
- take action where we have any concerns about a person's welfare or safety

## What You Should Do

**Everyone has the right to feel safe.**

- Other peoples should not hurt or abuse you in any way.
- Other people should not threaten to hurt or abuse you.

**If you do think you have been hurt or abused by an employee of Milltech you can:**

- ask to talk to a Safeguarding Officer – either Kevin Giles or Viv Burns;
- talk to your tutor/assessor;
- talk to one of your friends and ask for their support; or
- contact Samaritans on 08457 909090 or Victim Support on 0845 3030900.

**MILLTECH**

*Unlocking talent, building skills*