

Training

Training on Child and Adult Safeguarding is organised for staff annually and will comply with the prevailing arrangements agreed by the Local Authority and the Safeguarding Children/Adult Board and will, in part, include training on extremism and radicalisation and its safeguarding implications. The Designated Safeguarding Lead will attend training courses as necessary and the appropriate inter-agency training organised by the Safeguarding Children/Adult Board at least every two years, again this will include training on extremism and radicalisation and its safeguarding implications.

9. Recruitment

The arrangements for recruiting all staff and volunteers, will follow guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checked and that we complete and maintain a single central record of such vetting checks. There is a copy of <https://www.education.gov.uk/consultations/downloadableDocs/Safeguarding%20Children%20Guidance.pdf> on our system.

We will apply safer recruitment best practice principles and sound employment practice in general and in doing so will deny opportunities for inappropriate recruitment or advancement. We will be alert to the possibility that persons may seek to gain positions within our charity so as to unduly influence our /charity's character and ethos. We are aware that such persons seek to limit the opportunities for our young people thereby rendering them vulnerable to extremist views and radicalisation as a consequence. Therefore, by adhering to safer recruitment best practice techniques and by ensuring that there is an on-going culture of vigilance within our charity and staff team we will minimise the opportunities for extremist views to prevail.

10. Role of Trustees

The Trustees of CareTrade will undertake appropriate training to ensure that they are clear about their roles and the parameters of their responsibilities as Trustees including their statutory safeguarding duties. The Trustees will support the ethos and values of our charity and will support the charity in tackling extremism and radicalisation. Details of our Trustees is published on our website to promote transparency

The Trustees will challenge the senior management team on the delivery of this policy and monitor its effectiveness. Trustees will review this policy regularly (every two years) and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.