# Safeguarding & Equality & Diversity

**Valuing, developing, empowering and protecting learners and staff in the further education and skills sector**

# Definitions

**Safeguarding**

Is a set of proactive practices and procedures, grounded in law, policy and values, that aims to keep children, young people and vulnerable adults safe from a wide range of potential harm

**Equality and Diversity**

Is a set of proactive practices and procedures, grounded in law, policy and values that aims to protect learners and staff from unlawful discrimination, remove unjustified barriers to their success, respect and celebrate difference and identity, and promote good relations between people with different protected characteristics

# Policy context

## Safeguarding

Laming Inquiry into the death of Victoria Climbie (2003)

Bichard Inquiry into the Soham Community College murders (2004)

Lord Laming Review into death of Baby P (2009)

Safeguarding Vulnerable Groups Act 2006

Protection of Freedoms Act 2012

## Equality and Diversity

The Stephen Lawrence Inquiry (Macpherson Report

Race Relations Amendment Act 2000

Special Educational Needs and Disability Act 2001

Equality Act 2010

# Inspection

- The 2012 Inspection Framework does not assign limiting grades

- What have been the benefits of equality and diversity as limiting grades?

- How can those benefits be maintained?

# A SED approach

SED is safeguarding in its widest sense delivered appropriately to a diverse society and learner body in a context of non discrimination and the promotion of equality

SED is safeguarding mapped against the nine “protected characteristics” defined by the Equality Act 2010

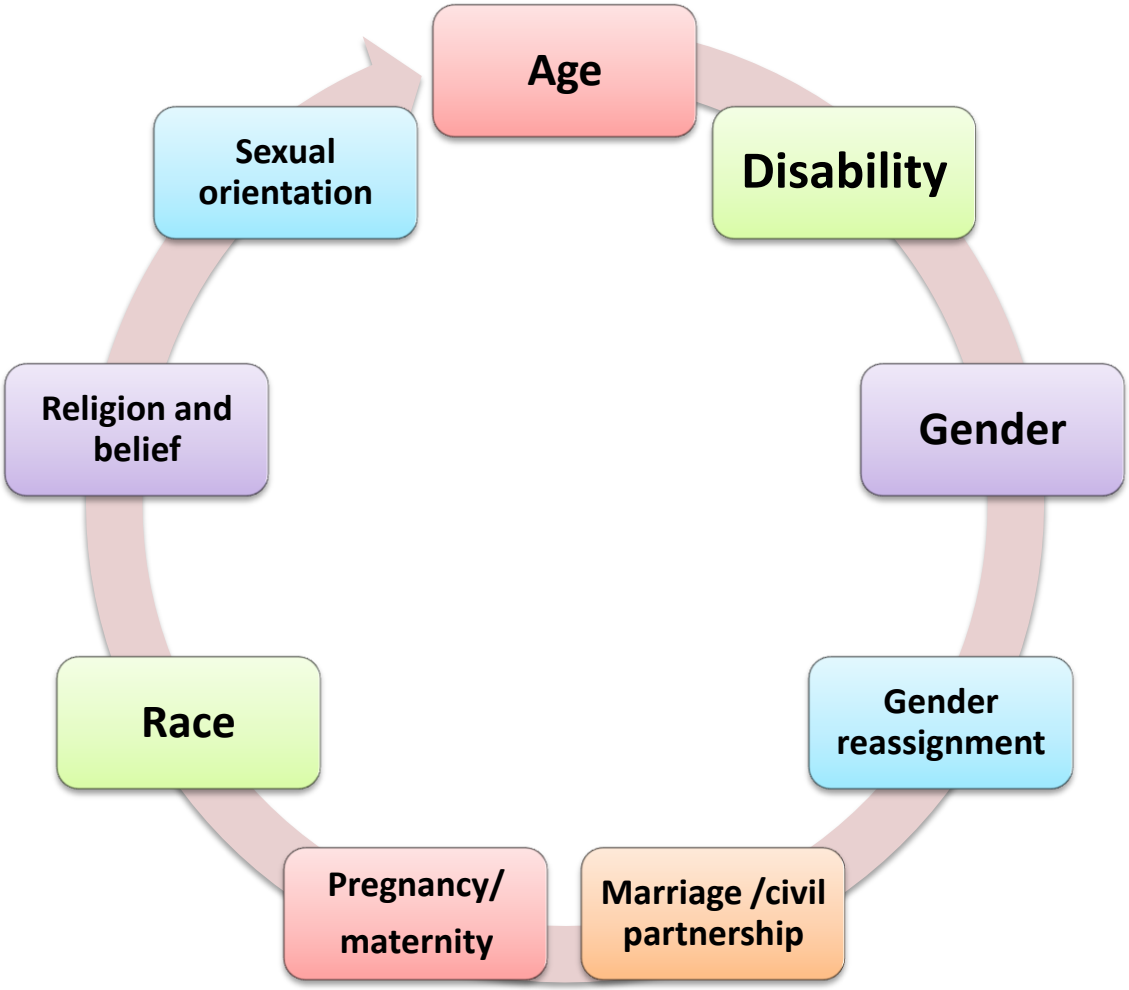
SED recognises that safety and equality are preconditions for effective learning

SED makes the safety and equality of the individual learner and staff member one core focus of provider policy and practice

# Protected characteristics

- What are the 9 “Protected Characteristics” defined by the Equality Act 2010?

# The nine protected characteristics



- Each group will be given 1 protected characteristics

- Consider what the safeguarding challenges might be for each of them

# Excellence in safeguarding

- A culture of putting learner safety first
- Promotion of safeguarding led by senior staff
- Safeguarding understood by all staff
- Universal high quality staff training
- Safeguarding arrangements in place on employers premises
- Staff know who is vulnerable – supported by recording systems
- Collaboration with range of external agencies
- Curriculum used to help learners think about safety

# Excellence in Safeguarding

- Safe use of internet
- Safe working practices – in kitchens, workshops etc
- Good use of risk assessment
- Effective, trained security staff
- Safeguarding embedded in staff recruitment
- Use of single central record
- Effective role for Designated Officers

# Excellence in equality & diversity- Wakefield College six steps to success

- Know what your vision is for equality and diversity
- Set out and agree at the highest level a plan for how this will be achieved
- Ensure that staff and learners understand your expectations with regard to e&d from the outset
- Provide regular, formal opportunities to engage with stakeholder groups internally and externally
- Decide what you want to measure and ensure you have the resources to collect and analyse relevant data
- Act on what the data tell you and tell stakeholders what you have done

# Creating a safe and inclusive culture – critical success factors

Culture of inclusion that respects and celebrates difference and individuality

Leadership from senior staff and governors/board members

Leadership from staff at all levels – distributed leadership and trust

Consistency between policy and practice

Systematic and consistent embedding of SED across all functions

Freedom and confidence to challenge

Clarity and focus on general and specific issues

Strong and valued learner voice

Self-critical learning organisation

Support for learning and development

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