

Safeguarding Policy

The National Stud (NS) recognises that the Safeguarding Policy (SP) is a vitally important part of the Stud's educational work.

The NS's overall services are the provision of:

1. commercial stud farm services to the UK and overseas stud industry.
2. training and education for adults of all ages and backgrounds.
3. information and guided tours to members of the public regarding stud farm activities as part of Discover Newmarket.
4. venues, facilities and resources for hire or use.

The SP's purpose is to provide a consistent agenda for the NS to safeguard and uphold the welfare of all trainees and students attending any form of training. The policy refers to "adults" as all of the NS's trainees or students are over the age of 18. However, this policy covers the "duty of care" all members of staff have in providing a secure and rewarding experience for all attending/involved in training with the NS.

In effect the policy aims to:

Provide suitable systems for all students/trainees to feel and be safe during any form of residential training and subsequent continuing training in the workplace.

Staffing and Implementation

The NS has a dedicated team of specific training staff who are engaged and trained in safeguarding. They ensure that all students/trainees are given every opportunity to prosper and complete their studies and qualifications.

The NS considers that safeguarding is the responsibility of every member of staff at the NS. It is important to the NS that its students/trainees feel they are supported and can speak to a member of staff who will have the time to listen comprehensively then act or refer as appropriate.

Every NS student/trainee is treated as an individual and their concerns addressed as such.

The NS aims to further enhance the life chances of its graduates by involving additional agencies as necessary so as to improve their graduates' awareness of best practice, essential life skills and expected employee behaviour.

Safeguarding Policy

Statutory Requirements and Reporting

The NS follows, advises and enforces the required statutory guidance affecting “adults at risk”, students/trainees and everyone’s basic human rights. These include:

- The Health and Safety at Work act 1974
- Management of Health and safety at Work Act (amended 1994)
- The Human Rights Act 1998
- Equalities Act 2010
- General Data Protection Regulation
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- The Counter Terrorism Act 2015
- The Education Act 2002 and 2011

The governing body of the NS is the Board, on which sits the Training Director, Tabitha Smith. It is her responsibility to oversee all of the training and ensure the NS complies with the statutory requirements. All policies and procedures relating to safeguarding are seen by the Board and reviewed on an annual basis. Staff are issued with the SP during induction and sign for it on receipt.

The NS is registered with SAFECiC an experienced educational safeguarding organisation. The entire Training Team have achieved relevant knowledge and certificates in order to provide 24 hour coverage for all students in: safeguarding, mental health, e-Safety, Prevent and the new GDPR regulations and other relevant areas.

When there are concerns about the welfare of any adult; all adults employed by the NS with a “*duty of care*” or in “*a position of trust*” in the organisation are expected to share those concerns with the lead or deputy lead for adult safeguarding; Tabitha Smith and Xavier Lam respectively.

S/He is responsible for:

- Monitoring and recording concerns
- Making referrals to other services without delay – if appropriate
- Liaising with other agencies
- Arranging training for all staff

At the weekly training meeting Safeguarding is an agenda item and a collation is reported to the Board at their quarterly meetings.

Confidentiality:

In cases of disclosure of abuse all staff are obliged to share the information with the lead for adult safeguarding who may have to refer concerns to appropriate services or the police in an emergency.

Whilst occasional unsubstantiated allegations can be made, it is the NS’s policy to treat every concern raised as real and give it the full attention and response required.

Safeguarding Policy

Application of the SP to The National Stud

The NS has a zero tolerance attitude to all forms of abuse.

The NS provides tailored and unique training for the Thoroughbred Stud Industry. It is recognised as a provider by the industry's governing bodies and as a provider of 1st4Sport accredited qualifications. The NS has two residential programmes a year (totalling residency for 9 months) and a portfolio of additional short courses.

All students/trainees are a minimum of 18 years of age and the majority on non-public sector funding. The NS takes its commitment to Safeguarding seriously and follows the advice and guidance relevant to the age of its students/trainees. This it combines with considerable additional IAG/signposting in non-safeguarding areas.

The SP is only part of the NS's pastoral and welfare care for students/trainees. Any form of abuse, intolerant or unacceptable behaviour or inappropriate attitudes are recognised and challenged. This care extends to witnesses, whistleblowers and other, unrelated to training, members of staff.

The NS's staff recognise that abuse can come in many forms and can be directed at anyone, irrespective of their age. Abuse is recognised as being mainly in the broad categories of:

- Emotional
- Neglect
- Sexual
- Physical

NS staff also recognise that vulnerable adults and those with a disability may have an increased risk of being abused.

UK Nationwide Prevent Strategy.

The NS has a zero tolerance to extremism and radicalisation. If inappropriate opinions or those that are the antithesis to fundamental British values are displayed, staff will recognise, challenge and refer as appropriate.

This attitude also prevails with regard to other related safeguarding areas for example such as:

Forced Marriage

Honour Based Violence

Female Genital Mutilation

Exploitation, sexting, and E-Safety

Bullying

Domestic and/or Teenage Relationship Abuse

Violence against Women and Girls

Gambling

Staff Allegations:

Concerns about the behaviour of adult/s employed within the organisation will be dealt with appropriately and referred without delay to the lead for adult safeguarding, who will contact the Designated Adult Safeguarding Manager (or local equivalent) at social care services, or the police, if a crime may have been committed

Safeguarding Policy

“Whistleblowing”

In the rare situations that the concerns are about the lead for adult safeguarding, it is important to refer to the deputy person. This also may not be appropriate, in which case any staff member may personally refer direct to the Designated Adult Safeguarding Manager (or local equivalent) at social care services, or the police, if a crime may have been committed.

Recruitment of Training Staff

Recruitment is dealt with centrally via the Jockey Club’s HR department. The NS follows their procedures. Training Staff are carefully recruited whether paid or unpaid and undergo an enhanced DBS check.

Staff at The National Stud will:

- ✓ Adhere to all relevant policies and procedures, including but not restricted to, those in the current staff handbook.
- ✓ Adhere to all relevant policies and procedures that directly refer to the recruitment, accommodation and supervision of all full or part time students or trainees.
- ✓ Treat all other staff, customers, students and visitors with respect and courtesy at all times.
- ✓ Respond to or refer concerns and allegations appropriately
- ✓ Adopt the processes of the NS’s SP.

We will review this Policy annually:	
Date of Current Review:	March 2018
Date of Last Review:	March 2018
Date of Next Review:	March 2019