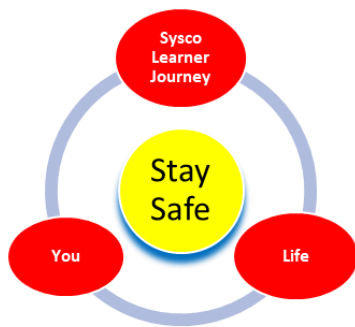




Safety and Wellbeing Code for Students

Safer learning, Prevent and Safeguarding is something that The Sysco Group is committed to, and it applies to all staff and Students. The Sysco Group and its partners will ensure that the Safety of Students is taken into consideration when recruiting staff. We will also encourage the raising of awareness of Safer Learning by equipping Students with the skills needed to keep them safe and provide an environment in which Students can learn and develop.

Our students' welfare is of the utmost priority, and we recognise the importance of providing a safe and welcoming learning environment, that will help everyone feel safe and respected. We encourage all Students to talk openly and to feel confident that they will be listened to. We also recognise that both physical and mental health are important to your overall welfare. Mental Health first aiders are available, contact details are provided at the beginning of this handbook under key contacts.

All staff at are trained on how to recognise the signs and symptoms of abuse, bullying and harassment, how to respond to any Students that disclose abuse, bullying or harassment. As part of our induction and enrichment programme we ensure all Students understand safeguarding and welfare, including where to go to for support. Safeguarding issues can stem from for a variety of reasons, including peer-on-peer abuse (Student to Student), sexual harassment/violence and online sexual abuse. Staff will challenge any form of sexual misconduct (verbal i.e., inappropriate language and non-verbal i.e., touching).

The Sysco Group will also make sure that:

- It will establish and maintain an environment where Students feel secure, are encouraged to talk, and are always listened to.
- The Sysco group will uphold the right of all students to academic freedom of speech within the law. Freedom of speech is limited within the law, including limitations on speech that threatens public safety, discriminates, incites hatred or terrorism, defames individuals or substantially invades privacy. Free speech cannot include the use of threatening or abusive language that is likely to lead to harassment, alarm or distress to another in hearing, or to cause a breach of the peace. The organisation has obligations under the law including to prevent harassment of and discrimination against individuals. Any unlawful expression will be addressed through appropriate action and disciplinary process.
- We will ensure students are aware of the companies Mental Health first aiders and can access these when they need to.
- We will ensure all students attend mental health awareness lessons as part of the Enrichment Curriculum.
- Ensure Students know who the responsible person in the organisation is so they can approach if they are worried.
- Develop effective links with relevant agencies and co-operate as required with their enquiries.
- Keep written records of concerns raised by Students, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main Student file, and in a secure location.
- Closely follow and adhere to internal procedures where an allegation is made against a fellow Student, member of staff or volunteer.
- Ensure Students are aware of their rights and freedom from abuse.
- Provide a Safeguarding & Prevent Officers and Mental Health First aiders who are trained and able to assist with any raised issues.
- Develop a curriculum that will help learners stay safe and recognise what they need to do if they do not feel safe and identify who they may talk to for support.

- We will respond to the mental wellbeing and ensure our students are effectively supported.
- We will deliver an enrichment curriculum that will enhance Student resilience.
- We will provide Students with the knowledge to understand inappropriate behaviour towards and ensure they know how and who to report their concerns to.
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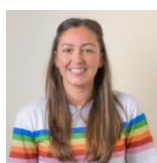
Who are our Safeguarding & Prevent Officers?

Please contact our Safeguarding Officers if you have any concerns within safeguarding and wellbeing.



Designated Lead Safeguarding and Prevent Officer

The Sysco Group Safeguarding & Prevent Lead is **Nadine McEnuff** who can be contacted on 07841 929 960 between the hours of 9am to 5pm Monday to Friday.



Designated Safeguarding and Prevent Officer

The Sysco Group Safeguarding & Prevent Officer is **Sally Morgan** who can be contacted on 07778 362404 between the hours of Monday, Tuesday, Thursday 9am to 4pm, and 9am to 3pm Friday.



Designated Safeguarding and Prevent Officer

The Sysco Group Safeguarding & Prevent Officer is **Kelly Austin** who can be contacted on 07732 498 733 between the hours of 9am to 4pm Monday to Thursday, 9am to 3pm Friday.

If you need help or advice, you can contact Careline (Liverpool City Social Care Call Centre) Staff are available 24 hours a day of the year, providing a central contact point for enquires or advice:

0151 233 3700 for Careline Children's Services aged 14-18). 0151 233 3800 for Careline Adult Services (aged 18 years and over) *For services outside of the Liverpool area details can be provided by contacting Careline Liverpool who will direct you to your local Careline number.*

If you believe that someone is vulnerable to being exploited or radicalised, you can call the national police Prevent advice line 0800 011 3764, in confidence, to share your concerns with our specially trained officers.

Meet The Sysco Group Mental Health Team:



Steve O'Rourke
07834 001 170



Kelly Austin
07732 498 733



Sally Morgan
07778 362404



Nadine McEnuff
07841929960



Kelvin Coyle
07702 711054

Many of us experience poor mental health during our lives and The Sysco Group Mental Health team are there to provide support. We act as a first point of contact for students experiencing mental health issues by providing advice and guidance. We are there if you need someone to talk to through non-judgmental listening and advice.

If you need any support, please do not hesitate to contact us.