



Prevent, Safeguarding and Equality Policy

Version 5.0 (November 2019)

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Document History

Version	Date	Reason for Change
1.0	April 2017	First draft to provide advice to providers and employers delivering apprenticeships
2.0	June 2017	Rebranded
3.0	July 2017	Amended following policy review working group <ul style="list-style-type: none"> • Joining of equalities with prevent and safeguarding • Removal of advice on safeguarding and replacement with a policy applicable to the Energy and Utilities Independent Assessment Service (EUIAS), where technical experts and assessors are in contact with apprentices. • Proof-read
4.0	October 2018	Front page, contents page and version control added. Document History relocated.
5.0	November 2019	Updated requirements

Introduction

The EUIAS is committed to equality of opportunity, fairness, safety, and to promoting diversity in all its practices, including end-point assessments (EPA) for apprenticeships.

Responsibilities

It is the responsibility of the employers and training providers to have in place a 'prevent', 'safeguarding', and 'equality' policy for their apprentices and to make them aware of their policies and procedures.

It is the responsibility of EUIAS to ensure that all EPA technical experts and assessors, employed or contracted by EUIAS, that come into contact with apprentices, are fully aware of 'prevent', 'safeguarding', and 'equality' duties and what to do if they have concerns.

Definitions

Safeguarding involves learners under the age of 18 and those that are considered to be vulnerable adults due to being unable to care for themselves, or are considered more vulnerable to abuse due to a disability or mental health condition.

'Safeguarding' aims to protect the welfare of apprentices and young people from sexual, physical or emotional harm or abuse.

'Prevent' defines the government's requirements of all providers of education and training in promoting and ensuring the sustainability of 'British values' for all individuals irrespective of whether they are employees, trainers, visitors or volunteers. The prevent duty is part of the safeguarding duty for providers but one that extends to all learners of all age groups and also staff.

The Equality Act (2010) protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, so the Act protects everyone against unfair treatment.

Requirements

All assessors:

- are issued with a copy of, and expected to comply with, the Energy & Utility Skills Limited Prevent, Safeguarding and Equality Policy.
- will be signposted to the Home Office Prevent training during initial standardisation <https://www.elearning.prevent.homeoffice.gov.uk/>.
- from an employer are required to comply with their employer's equality policy.
- are expected to keep up to date with, and adhere to, the laws and codes of practice which are relevant to their work
- must not unfairly discriminate against apprentices or colleagues, on grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity

Assessment

The EUIAS takes care to ensure that all documents for the EPA are prepared in clear unambiguous language, that assessment centres can accommodate candidates with disabilities and that reasonable adjustments are made for apprentices during EPA where required, including cultural / religious reasons. A separate reasonable adjustment policy is in place for EPA delivery.

Reporting Concerns

If an EPA technical expert has concerns with regard to safeguarding, prevent and equality for an individual apprentice, they **must** notify the EUIAS (enquiries@euskills.coc.uk) and the employer. The information will be recorded on EUIAS data collection systems but must be dealt with via the employer's own procedures.

Data Collection and Sharing

Data on candidates' gender, age and ethnic background is collected at registration with the EUIAS. The collection of ethnicity is at the discretion of the apprentice and not mandatory.

Data will not be used in ways that might discriminate against apprentices, but will be used to analyse assessment results in terms of candidate diversity. Anonymised data may be used to publish information about the assessment process.

Disability information received as part of a request for reasonable adjustments will be treated as confidential and used only in planning and implementing reasonable adjustments, and in the reports described above.