

To our Prospect Training Services Community

We are sure that you will have heard through the news and media that a helpline and website has been launched called “Everyone’s Invited”. [Welcome - Everyone's Invited](https://www.everyonesinvited.uk/) This is a movement to eradicate rape culture. Many brave people have come forward and provided testimonies of their experiences, we would like to send our upmost respect to those survivors for having the courage to speak out. Prospect Training Services fully support the Everyone’s Invited Movement.

We would like to reassure our learners, customers, parents, carers, and staff that we are 100% committed to tackling these behaviours and this culture. Please see below for the many ways in which we do this.

**Zero Tolerance**

We have a zero-tolerance approach to this across our centres and programmes. We pride ourselves on the care and support we provide to our community, we offer an open-door policy where any disclosure will be listened to and dealt with in a non-judgemental, professional manner by empathetic staff. We expect everyone to be treated with respect and do not tolerate any bullying or harassment of any nature.

**Sex Education**

Our youth programmes include a mandatory Personal and Social Development (PSD) curriculum which covers subjects such as Healthy Relationships, Sexual Health, Consent, Coercive Control and Domestic Violence, Keeping Safe Online, Equality and Diversity and Mutual Respect and Tolerance. We aim to educate our learners to have respect for each other and understand personal boundaries. We provide them with the knowledge and information on the support that is available to them should they need to speak out. Our code of conduct clearly outlines how we expect our learners to behave whilst in our centres, this has been developed and reviewed in line with our learner voice meetings, where our learners discuss and outline how they expect to be treated.

**Safeguarding and Safer Recruitment Policy**

The PTS community approach to safeguarding is what makes it so supportive. We have robust policies and procedures in place, which outline how we recognise the risks posed to our young people and vulnerable customers, this includes Sexual Abuse, Sexual Violence and Harmful Sexualised Behaviour. We work closely with our local partnerships to ensure that when a disclosure is made the key agencies are involved, not only from a legal point of view, but more importantly to ensure the right support is provided to the individual. Our recruitment policy is developed in line with Safer Recruitment, which ensures that our staff team are individually selected with robust and stringent background checks in place.

PTS welcomes the current Ofsted review into safeguarding policies within schools and colleges, and we will work hard to make any improvements, undertake any training, or follow any recommendations that are made as a result of the review.

Kindest regards

Kate Whereat
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Safeguarding and Learner Support Manager