



ENERGY &
ENVIRONMENT
AWARDS

Skills for a greener world

Prevent, Safeguarding and Equality Policy

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Prevent, Safeguarding and Equality Policy

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Purpose

This policy sets out our approach to equality of opportunity, fairness, safety, and to promoting diversity in all its practices, and the process and procedure for reporting any concerns.

Responsibilities

It is the responsibility of our approved Centres; employers, training providers and colleges to have in place a 'prevent', 'safeguarding', and 'equality' policy for their learners and to make them aware of their policies and procedures. These will be subject to review at Centre approval.

It is our responsibility to ensure that all Energy & Environment Awards' qualification, including EPA, associates, employed or contracted by us, that come into contact with learners, are fully aware of 'prevent', 'safeguarding', and 'equality' duties and what to do if there are any 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 learners 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 our associates; employed or contracted:

- are issued with a copy of, and expected to comply with, this policy
- will be signposted to the Home Office Prevent training during initial standardisation www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html
- 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 learners or colleagues, on grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity

Where associates are assessing apprentices under the age of 18, or EQAs are undertaking quality assurance activities which involve learners under the age of 18, they are required to provide us with a current DBS check prior to undertaking their work.

Assessment

We take care to ensure that all documents for the qualifications, including EPA delivery are prepared in clear unambiguous language, that centres can accommodate learners with disabilities, and that reasonable adjustments are made for learners wherever required, including cultural/religious reasons. A separate Reasonable Adjustment and Special Consideration Policy is in place for all Energy & Environment Awards activity.

Reporting Concerns

If an Energy & Environment Awards staff member or Associate has concerns with regard to safeguarding, prevent and equality for an individual, they **must** notify us (enquiries@energyenvironmentawards.co.uk) and the Centre and Employer. The information will be recorded on Energy & Environment Awards' data collection

systems and raised with the Employer and /or Centre which is expected to deal with it according to their own procedures.

Data Collection and Sharing

Data on gender and age is collected at registration with the us. Details of ethnicity are not collected.

Data will not be used in ways that might discriminate against learners but will be used to analyse results in terms of learner diversity. Anonymised data may be used to publish information about our assessment process.

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

Policy Review Arrangements

This policy is subject to a three-year review cycle, or earlier should any feedback or concern be brought to the attention of Energy & Environment Awards, to ensure it remains fit for purpose and the process and its outcomes are deliverable.

It is also reviewed as part of Energy & Environment Awards continuous improvement monitoring through its annual self-assessment arrangements.

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