



POLICIES HANDBOOK



Southampton, January 2025

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ADMISSIONS

Eurospeak offers a diverse and supportive community. We value the contribution made by each individual member of the school community and accept students regardless of race, sex, sexual orientation, religion or nationality. All applications are dealt with on a case by case basis. Applications are accepted via post, email, the school website or in person. All students must provide valid identification, complete a registration form, which includes a declaration of disabilities, and undertake a placement test. The school may refuse to accept a student if we feel that we cannot meet the needs of the student on medical grounds. The school may refuse to accept a student based on the academic needs of the student if we feel we cannot meet those needs. For example, the student is an absolute beginner, or the level is higher than the current levels of classes running in the school. The school may refuse to accept a student, without reservation, if there is a suspicion that there is any risk that the student will not comply with the requirements of their visa status or pose a risk to the integrity of the UK Border in line with our procedures. The school may refuse an application, without reservation, if there is a suspicion that documents presented to support a visa application are not genuine.

STUDENTS WITH FINANCIAL SPONSORSHIP

All financial sponsored students are required to send proof of sponsorship for an English language course before we will accept them. Any students without financial sponsorship are required to pay a deposit which is dependent on the type of visa required and length of course.

TIER-4 STUDENTS

Tier-4 students will be issued with a CAS based on their academic needs only. We will look at past study experience, current level and future plans. Offers/Visa letters will not be made based on dependent visa

requirements. The school has reporting duties to the home office and we must be satisfied that students are genuine and offers reflect true study requirements.

ROLLING ENROLMENTS (MONDAYS)

Students who have signed up for a course of lessons would normally start on the first Monday following their registration. The student is placed provisionally at the level indicated by the on-line placement test and is expected to attend classes from Monday to Friday every week.

ATTENDANCE

Eurospeak expects all students to attend all classes. At least 90% attendance is expected from all students throughout their course. This is because:

- Regular attendance is the best way to make progress.
- Classes often follow a progressive pattern with revision / review from previous lessons.
- Low attendance can affect future visa and university applications.
- Low attendance is disruptive to your teacher and classmates.
- You may have to repeat a level as a result of low attendance.

If you cannot come to school, you must phone the office. We will still record you as absent on the register.

If you have any problems that make it difficult for you to maintain good attendance, you must speak to us and keep us informed at all times. The following reasons can be accepted:

- Illness (with a doctor's note)
- Doctor's, hospital, dentist appointments
- Appointments at universities or schools
- Family illness or emergency
- Embassy appointments
- IELTS exam (exam only)

Students who continue to have low attendance (below 90%) and/or miss three classes in a row will receive a written warning by email. If you continue to have poor attendance, you will receive a second written warning by email. If your attendance does not improve, you may be asked to leave the school. If you are a visa student, we will also send information to your agency and/or sponsor. Parents of students under 18 will also be informed. If you are asked to leave the course for this reason, refunds will not be given.

Students with low attendance will be asked to complete a progress test in order to move on to the next level. You must score over 70% in this test in order to progress.

VISA STUDENTS

The school has reporting duties to the Home Office for visa students who do not have regular attendance. If your attendance becomes a problem, we have to follow reporting duties, and you may be required to leave the country without delay. If you are reported to the Home Office and stay in the UK without

studying, you are breaking your visa conditions which is a serious matter. To find information about your visa and conditions [click here](#).

It is the policy of Eurospeak that visa students who leave the school with poor attendance will not be allowed to return to the school in the future. Current students with low attendance will not have their initial offer extended. Sponsored students will not be issued with new financial guarantee requests when attendance is below 90%. Authorised absence and certain medical or personal issues will not be affected if agreed with the school.

BEHAVIOUR

Eurospeak is an adult school, and students are expected to behave in a manner befitting a professional, adult international learning environment.

Students must:

- Arrive punctually for lessons and stay for the full lesson.
- Focus and work hard during lessons.
- Complete homework and other assignments when asked.
- Treat all staff and all other students with courtesy, integrity and respect, irrespective of gender, including gender reassignment, marital or civil partnership status, having or not having dependents, religious belief or political opinion, race (including colour, nationality, ethnicity or national origins), disability, sexual orientation or age.

Students must not:

- Use electronic devices (phones, tablets etc) during lessons unless allowed by the teacher.
- Be disruptive or distract other students.
- Cause any damage to the school property or equipment.
- Take unscheduled breaks or leave lessons without permission.

Please note that these requirements are in addition to statutory laws, or legal obligations arising from a student's visa status or status as a non-British resident in the UK.

In the event of a student breaking this Behaviour Policy, Eurospeak may impose sanctions which may include:

- A verbal reprimand with a request for an apology
- A first written warning that behaviour has been unacceptable.
- A final written warning that behaviour is unacceptable.
- Expulsion

BULLYING, ABUSIVE AND EXTREMIST BEHAVIOUR

We believe that the dignity of all students and staff must be respected. Staff and students should be polite and considerate towards everyone, and the school environment should be pleasant for all. Every student and member of staff is responsible for his/her own behaviour and for the effect which it has on others. Students are expected to respect our basic values, which include shared respect, tolerance of differences, individual freedom, the rule of law and equality.

Eurospeak is committed to providing a safe, welcoming environment for all students and staff and will not tolerate any form of bullying and abusive or extremist behaviour. All people working or studying here have a responsibility to make sure it is an environment free from bullying and abusive or extremist behaviour.

Bullying is any kind of unwanted, unwelcome or uninvited act which makes someone feel uncomfortable, embarrassed, unsafe or frightened. Abusive behaviour includes, for example, being violent or aggressive, controlling someone's behaviour, and putting pressure on someone to do things they don't feel comfortable with. Extremist behaviour would be associated with displaying extreme political or religious views, especially views that advocate illegal, violent, or other extreme action.

The following are not allowed at Eurospeak:

- Bullying of any kind (emotional, verbal, or physical)
- Racism (of other nationalities, cultures or religions) or other forms of intolerance including but not limited to sexism and homophobia
- Excessive or loud swearing
- Sexual harassment of any kind

- Aggressive behaviour towards staff, students or visitors (e.g., shouting at other students inappropriately, kicking furniture)
- Theft (stealing other people's property or Eurospeak's property)
- Vandalism (e.g. deliberately breaking school furniture, computers, graffiti, etc.)
- The viewing or reading of extremist material, either online or in any other form
- The expression or promotion of extremist views or behaviour
- Any illegal activity

If you experience or witness any of these, you should report this to a staff member immediately. You can talk to any member of the admin team by asking for a private meeting by email or in the office.

If signs of bullying or abusive or extremist behaviour are reported by a student or experienced or witnessed by a member of staff, the admin team will be contacted and, if necessary, the school director will be involved. When the admin team and, if necessary, the school director have been notified, an appropriate course of action will be taken.

Cases of abusive behaviour may result in disciplinary action in the case of staff or, in the case of students, termination of their course with no refund.

It is the school's decision if a student's behaviour is unacceptable or not. If a student's behaviour is unacceptable and they have not heeded verbal warnings given by Eurospeak staff, the school will give them one written warning. If unacceptable behaviour occurs again, the school will order the student to leave the school immediately with no refund of any fees.

Please note that the school may order the student to leave the school immediately with no refund of fees and no written warning if the behaviour is very serious in the school's opinion.

In addition, the school reserves the right to involve the police if it believes their assistance is required to maintain the peace or to investigate a suspected criminal incident.

COMPLAINTS

We take all feedback and complaints seriously and will follow standard school procedures for dealing with them. We will respond to your feedback and any complaints you may have promptly and courteously and communicate our response to you. We will endeavour to deal with your complaints in a professional and timely manner.

PROCEDURE

If you want to complain about any part of your experience at Eurospeak, you should follow these three steps:

- Step 1.** Speak or write to the person specified below.
 - a. For complaints about your education (for example your course, class, or teacher) speak or write to your teacher. If you feel that you cannot speak to your teacher, go straight to [step 2](#), but you must have good reasons for doing this.

- b. For complaints that are not about your education, speak or write to the admin team at reception or on hello@eurospeak.ac.uk. If you feel that you cannot speak to the admin team, go straight to [step 2](#), but you must have good reasons for doing this.

This person will try to resolve your complaint as quickly as possible. We promise to respond to you within 48 hours.

Step 2. If you are not happy with the response, speak or write to the person specified below.

- a. For complaints about your education, speak or write to the director of studies either at the school office or at ados@eurospeak.ac.uk.
- b. For complaints that are not about your education, speak or write to the school director, Gaurav Vahi. You can reach him in the office, or by email or telephone on gaurav.vahi@eurospeak.ac.uk or 01189 589 599.

This person will try to resolve your complaint as quickly as possible. We promise to respond to you within 48 hours.

Step 3. After that, if you are not happy with the response, you can make a formal written complaint by completing our complaints form. To find this form, [click here](#). Your complaint will be considered, and you will receive a written response as soon as possible. Please be aware that time may be needed to make enquiries or consultation before we can give you a written response.

WHAT IF THE COMPLAINT CANNOT BE RESOLVED?

Any complaints that cannot be resolved in a satisfactory manner, with a fair outcome for all parties involved will be passed to an external adjudicator to make a decision on the complaint. The appointed external adjudicator is Mr. Boubacar Dembele, appointed on 17th October 2022. Email Address: boubain-live@hotmail.com

Mr. Dembele has extensive experience in education, finance and community governance. He is highly respected in the society for his community service. He is a Community Manager at KodeLab (ATMrank). Additionally, he is the Computer Science Curriculum Leader & Digital Learning Officer at Barnardo's. Mr. Dembele is also a founding partner & consultant in charge of marketing & relationships with sponsors/partners at Bastille Events Ltd as well as being in charge of training solutions at Lecoli Learning Ltd.

OTHER INFORMATION ABOUT OUR COMPLAINTS SYSTEM

The complaints procedure provided above is for the use of students registered with the school. Former students may use the procedure within three months of the incident, matters or event of which you are complaining.

All complaints must be made individually and not as part of a group. Each complaint will be dealt with separately. Group complaints can lead to misunderstandings and can be intimidating for students and staff.

Eurospeak's complaints procedure cannot be used to challenge the professional academic judgment of examiners on the performance of students.

Please also note that a related complaint cannot normally be made if we are already dealing with an existing complaint. If a student does submit a new, related complaint in these circumstances, it will normally be put on hold until we have finished dealing with the existing complaint. The student will be informed of this upon submission of their new complaint. Once we have finished dealing with the existing complaint, the responsibility will be on the student to confirm that they still wish to have their new complaint considered.

COURSEBOOK

There is a set coursebook for your course, and there may be a workbook too (used for homework). You can find out what these books are by asking your teacher or the reception team. These books have been chosen by your teacher in agreement with the director of studies.

Students must buy the coursebook for their class and should also buy the workbook (with key) for their homework. Teachers cannot photocopy either the coursebook or the workbook beyond the student's first three lessons. This means that you need to buy your books as soon as possible.

The reception team can order your books for you. Alternatively, you can buy the books yourself directly from Amazon, eBay, or another bookseller. Your books may be second-hand but please make sure they are in acceptable condition.

EQUALITY

The aim of this policy is to communicate the commitment of Eurospeak to the promotion of equality at Eurospeak. It is our policy to provide equality of access to our services to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Sexual orientation
- Age

Eurospeak are opposed to all forms of unlawful and unfair discrimination. All staff and students at Eurospeak will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on staff and student issues will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equality in all our activities will benefit the organisation. Our equality policy will help staff and students to develop their full potential, and the talents and resources of the staff and students will be utilised fully to maximise the effectiveness of the organisation.

EQUALITY COMMITMENTS

Eurospeak are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious learning environment in which all are treated with respect and dignity and in which no form of intimidation or harassment is tolerated

- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Breaches of our equality policy will be regarded as misconduct.

IMPLEMENTATION

The principal and the other proprietors are responsible for implementing this policy through:

- Communicating it to staff and students via the school website and inclusion in the staff handbook and college website.
- Highlighting its importance at staff meetings and arranging any training considered necessary.

MONITORING

The principal and proprietors will establish appropriate information and monitoring systems to assist the effective implementation of our equality policy.

COMPLAINTS

Any staff or students who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the existing complaint procedures. A copy of these procedures is available on the Eurospeak website and on paper from the school office.

All complaints will be dealt with seriously, promptly, and confidentially.

FIRE AND EMERGENCY EVACUATION PLAN AND PROCEDURE

This policy is to help us comply with our legal obligations to staff, students, and visitors under the Fire Safety Order (2005). These include the provision of a safe place of work where fire safety risks are minimised.

All employees have a duty to take reasonable steps to ensure that they do not place themselves or others at risk of harm. All employees are expected to cooperate fully with any procedures that may be introduced as a measure to protect the safety and well-being of staff, students, and visitors. All employees will be kept informed of any relevant changes to fire safety procedures.

PROCEDURES

The following procedures are in place to ensure high standards of fire safety at all times:

- Fire risk assessments are undertaken and reviewed regularly; however, further review will occur if there are changes that will have an impact on them. These may include alterations to the premises or new work processes. Fire risk assessments are carried out by the Fire Marshal.
- The fire evaluation procedure will be practised a minimum of 4 times per year. A record will be kept of the date and time taken to evacuate the building.

- Training will be provided, if necessary, to any staff given extra fire safety responsibilities such as Fire Marshals.
- All new members of staff and temporary employees will be given induction training on how to raise the alarm and the available escape routes. Regular staff are given annual refresher training.
- All escape routes shall be clearly signed and kept free from obstructions at all times. Escape routes shall be checked weekly by the Fire Marshal and/or Health and Safety Officer.
- Evacuation procedures and routes are posted in every classroom.
- All fire extinguishers will be serviced and maintained annually by a suitable contractor. If any employee notices defective or missing equipment, they must report it to the Fire Marshal and/or Health and Safety Officer.
- Alarms are tested weekly.
- All visitors are logged into the Visitors Book on arrival,

ON DISCOVERING A FIRE

1. Any person discovering a fire should sound the alarm. Fire alarms are located in the corridor on every floor and can be activated by pressing hard against the glass with your thumb.
2. Evacuate immediately using the nearest fire exit and proceed to the evacuation assembly point which is located outside the Premier Inn Hotel. Do not stop to collect personal belongings.
3. If safe to do so, close doors and windows behind you as you leave. Members of staff should take the class register with them. Staff should make sure that under 18s in particular get out of the building safely.
4. The person discovering the fire will inform a member of staff immediately who will then telephone the emergency services by dialling 999.

5. If you phone the emergency services yourself by mobile phone, dial 999. When the exchange operator answers, ask for the fire service, and give the Eurospeak telephone number which is: 02380 636 494. When connected to the Fire Service, state:

*This is Eurospeak Language School Limited. Address: 10 Cumberland Place, Southampton, SO15 2BH.
Phone number: 02380 636 494. We have a fire.*

Do not replace the receiver until this information has been correctly acknowledged.

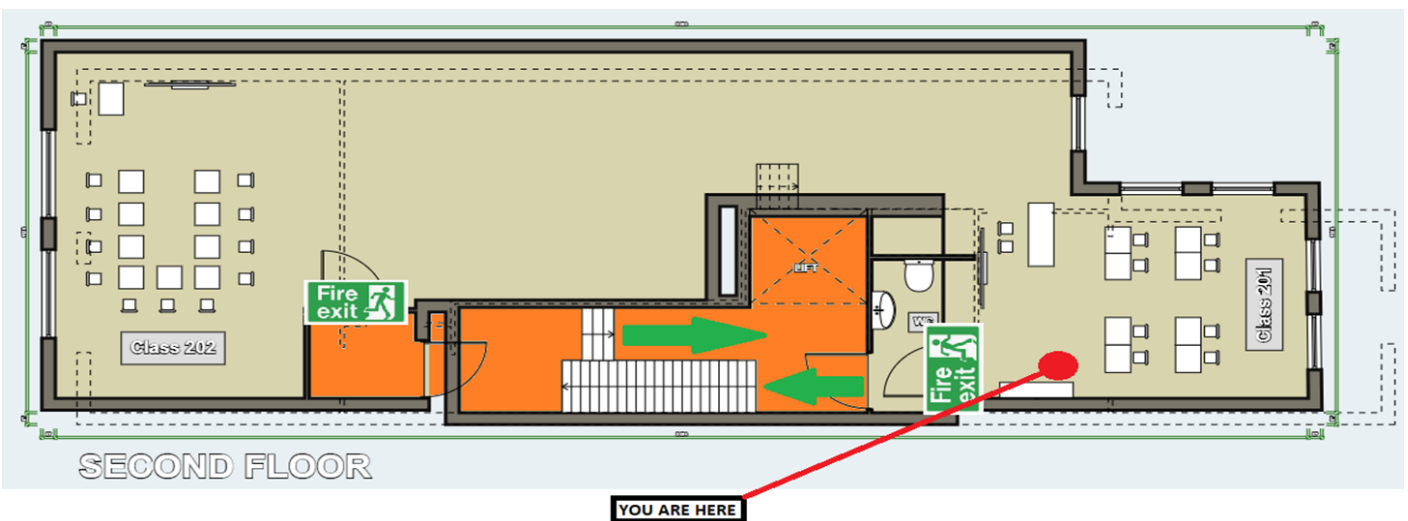
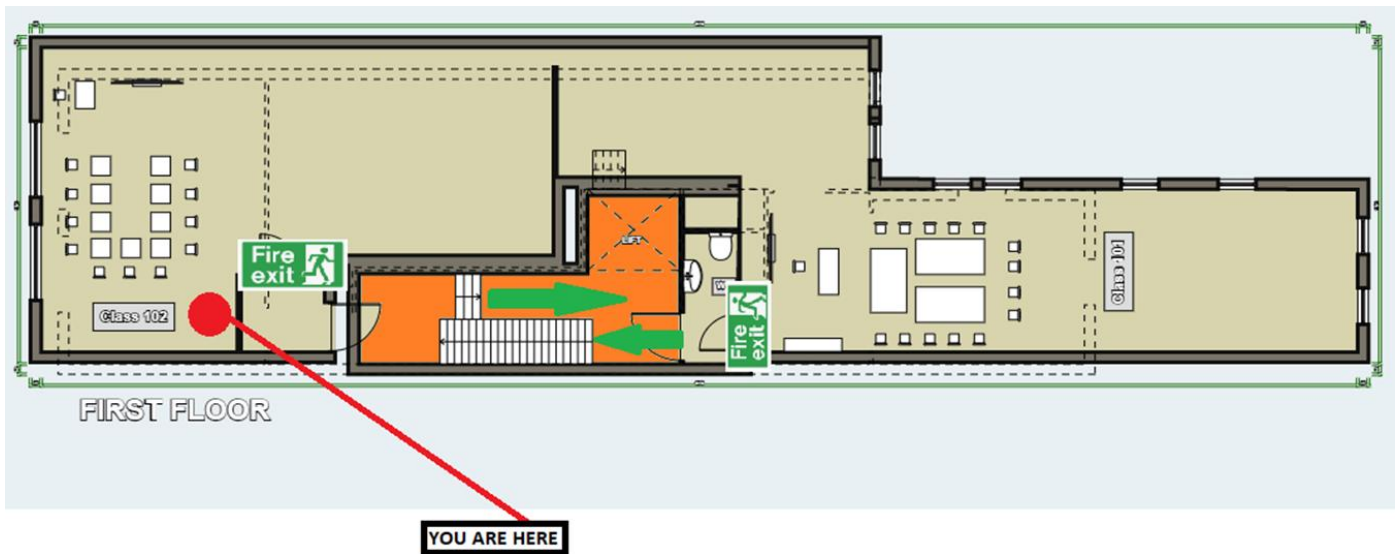
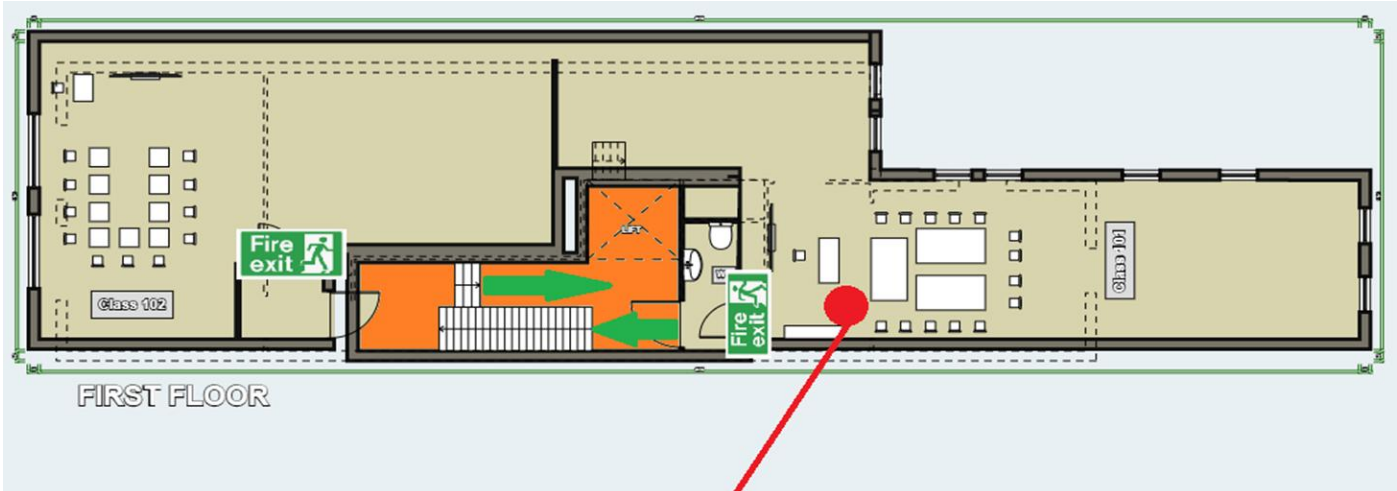
ON HEARING THE FIRE ALARM

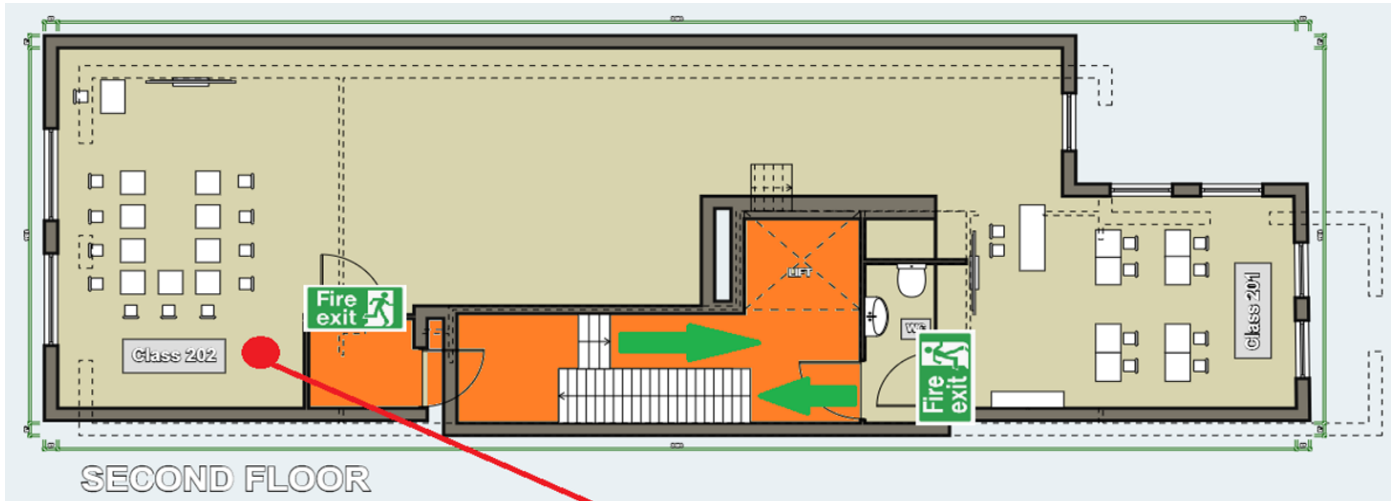
1. Evacuate the building by the nearest available exit and proceed to the evacuation assembly point which is located outside the Premier Inn Hotel.
2. If safe to do so, close doors and windows behind you as you leave. Members of staff should take the class register with them. Staff should make sure that under 18s in particular get out of the building safely.
3. On arrival at the assembly point, give your name to the person taking the roll call. The responsible persons for taking roll call are the teachers and the admin manager who will make sure all students, staff, and visitors are accounted for.
4. Do not re-enter the building until told it is safe to do so by the senior fire officer.
5. The fire escape plan is provided below.

WALK – DO NOT RUN

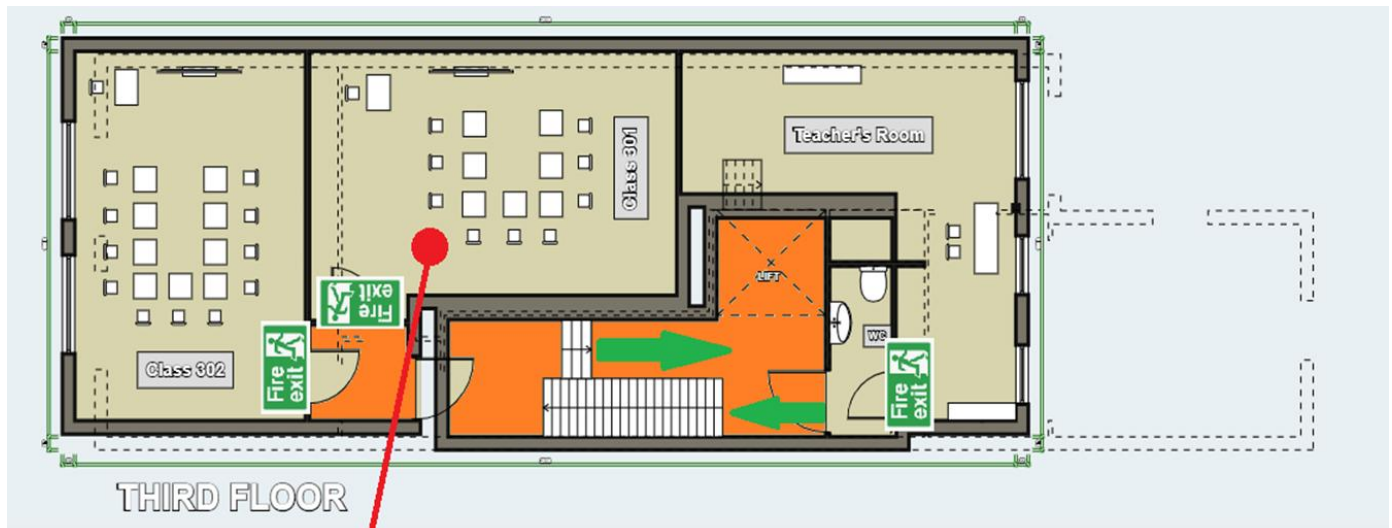
DO NOT STOP TO COLLECT PERSONAL BELONGINGS

DO NOT TAKE RISKS

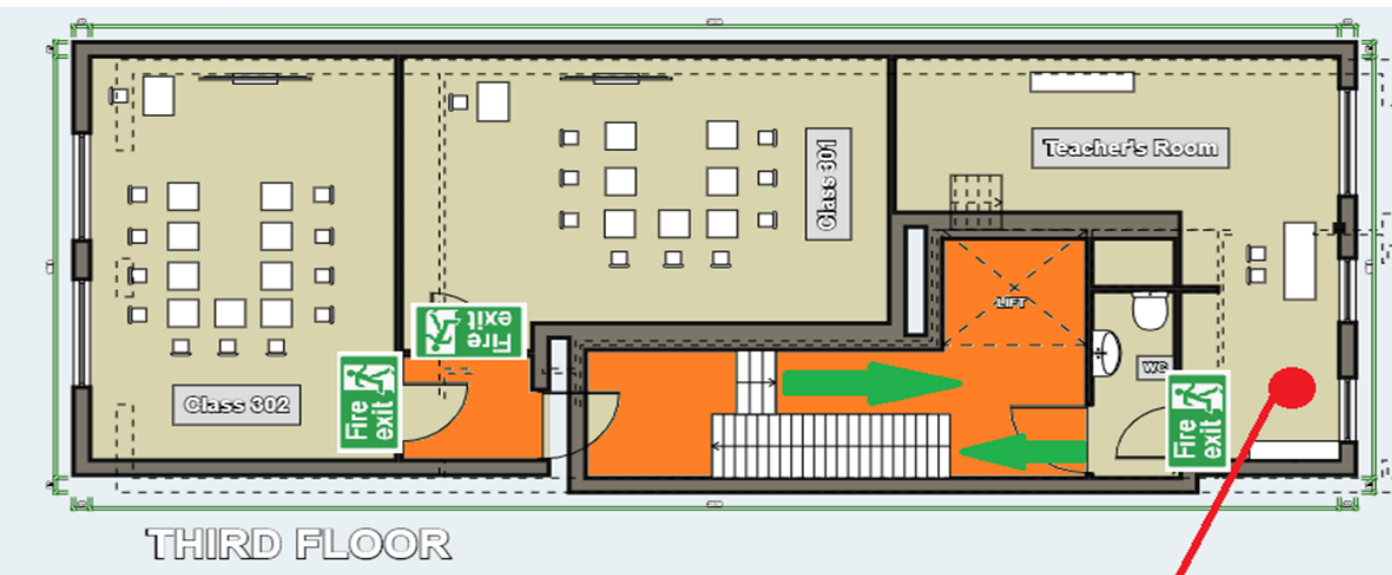




YOU ARE HERE



YOU ARE HERE



YOU ARE HERE

FIRST AID

First Aid is overseen on a day-to-day basis by Gaurav Vahi, who holds an HSE approved qualification for 'Emergency First Aid at Work'. He is available at the office during office hours.

The main duties of our first aider are to:

- Give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at school.
- When necessary, ensure that an ambulance or other professional medical help is called.
- Look after the first-aid equipment.

EQUIPMENT

First Aid kits are located in the kitchen as well as in the school office. Both first-aid containers are marked with a white cross on a green background.

First Aid notices are placed on noticeboards at key areas in the school.

An Accident and First Aid book is at reception. This is for keeping a record of any first aid treatment given by the first aider including:

- The date, time, and place of incident
- The name (and class) of the injured or ill person
- Details of the injury/illness and what first aid was given
- What happened to the person immediately afterwards (for example went home, resumed normal duties, went back to class, went to hospital)
- Name and signature of the first aider or person dealing with the incident

This record is reviewed quarterly as part of accident prevention and improving practices.

Other than the contents of the First Aid Box, staff must not administer or offer any medical product to students. Students should not offer or administer any medical product to each other.

Students are given advice on medical treatment in Britain as part of their induction pack, this includes information on NHS hospitals, walk-in centres, and registering with a doctor.

HEALTH AND SAFETY

Eurospeak Language Schools Ltd. understands its obligations under the Health and Safety at Work Act 1974, and the importance of health and safety in the workplace. This is achieved by ensuring that health and safety principles and practices are incorporated into all operational, tactical and strategic procedures.

All Eurospeak employees have a responsibility for the safety of themselves, their colleagues and students at Eurospeak. Measures taken to support staff, students and other persons on site include risk



assessments, safety measures and suitable, timely training for staff. This Policy applies to all employees of Eurospeak Language Schools Ltd.

APPOINTED STAFF

Health and safety officer: Gaurav Vahi

First aider: Palak Mahajan, Komal Aftab

OBJECTIVES

- The prevention of accidental injuries
- The maximum level of health and safety for all persons on any Eurospeak Language Schools Ltd. premises.

RESPONSIBILITIES

Compliance of health and safety and welfare standards is the responsibility of Eurospeak Language Schools Ltd.

HEALTH AND SAFETY OFFICER (GAURAV VAHI):

1. Ensure that appropriate arrangements are in place for the effective planning, organisation, control and review of health and safety.

2. Ensure that adequate management structures exist, and adequate resources are made available to assure the health, safety and welfare of employees and students.
3. Provide adequate equipment and facilities with specific regard to First Aid and Fire Safety.
4. Review the health and safety performance of Eurospeak Language Schools Ltd. on an annual basis to ensure that effective action is taken to achieve the policy objectives.
5. Create and promote a culture in which all staff can contribute to a safe and healthy environment.
6. Monitor and review delivery of operational procedures.
7. H&S Policy and Risk Assessments:
 - a. Devise a health and safety policy and ensure that the policy is updated on an annual basis.
 - b. Conduct risk assessments and take reasonable steps to minimise risks of injury or harm to anyone using the premises. This includes removing fire hazards and ensuring fire alarms and equipment are fully operational and tested periodically, and that those using the premises are familiar with emergency procedures.
 - c. Ensure that non-standard work activities are risk assessed, and appropriate controls put in place.
 - d. Ensure that the Fire Risk Assessment is carried out and that all fire procedures comply with the Fire Precautions Act.
 - e. Ensure pregnant women are assigned to duties to suit their condition.
 - f. Staff information and training:
 - g. Ensure that information is available to all employees of their responsibilities for health and safety and that the HSE notice 'Health and Safety Law' is displayed.
 - h. Provide training on health and safety procedures with adequate documentation on employee training records.
 - i. Ensure that procedures for the implementation, recording and monitoring of trainings are in place within the organisation.

- j. Ensure there is a sufficient number of qualified First Aiders and Fire Marshals.
- k. Routine checks and maintenance of premises:
- l. Ensure a safe, comfortable, and healthy working environment, including lighting, toilets, washing facilities and drinking water, with an ergonomic workspace and eye tests for those using computers.
- m. Ensure weekly building checks are conducted to maintain good health and safety standards.
- n. Ensure first aid kits are replenished and checked by a designated first aid officer.
- o. Ensure that a yearly fire extinguisher check is conducted by a qualified contractor.
- p. Check all fire exits daily to ensure they are clear from obstructions.
- q. Appoint a full electrical inspection to be carried out on a five-year basis by a qualified contractor and ensure routine monthly checks are conducted to test the emergency lighting.
- r. Arrange annual PAT testing of all electrical equipment.
- s. Take appropriate action to remedy any deficiencies identified by other responsible persons.
- t. Report any structural, electrical or equipment defects to the appropriate contracted organisation.
- u. Co-operate with and monitor activities of contractors working within the business to ensure that they conduct their operations as to avoid endangering employees or students.

EMPLOYEES

1. Familiarise themselves with this Health and Safety Policy.
2. Ensure that all Students in his/her area are made aware of any hazard in the area.
3. Ensure that all Students in his/her area know what to do in case of fire.

4. Ensure that all Students in his/her area know the whereabouts of first aid facilities.
5. Implement safe working practices in his/her area to ensure maximum safety for all in his/her area.
6. Immediately report all accidents to the First Aider or Health & Safety Officer.
7. Ensure that all Students observe all Health & Safety rules.
8. Ensure that all defects in his/her work area are promptly reported to the Health & Safety Officer.
9. Maintain good housekeeping in all areas at all times.
10. Co-operate with the Health & Safety Officer and implement any recommendations/improvements required.

STUDENTS

1. Familiarise themselves with, and conform to, the Health & Safety Policy at all times.
2. Observe all safety rules and instructions at all times.
3. Use the appropriate safety equipment at all times.
4. Conform to all instructions given by Staff members and others with a responsibility for health and safety.
5. Report all accidents and damage to a member of Staff, whether persons are injured or not.
6. Make suggestions to improve health and safety in the school to Staff members.
7. Report all hazards to a member of Staff.
8. Act in a careful responsible manner to themselves and others.
9. Attend the Student Induction and read the Student Handbook, as these are the main channels of communication for health and safety within the school.

GENERAL ARRANGEMENTS

FIRST AID

Please see the separate First Aid Policy. To find the First Aid Policy, [click here](#).

ACCIDENTS

All accidents must be entered in the Accident Book. The first aider in attendance will complete an accident report form for any accident and forward this to the appointed Health & Safety Officer who will ensure that relevant incidents are recorded.

FIRE SAFETY

Please see separate fire and emergency evacuation plan and procedure. To find this, [click here](#).

AWARENESS

The director of studies and/or administrative manager will ensure all new employees are given details of the health and safety policy and will ensure the continuing awareness of the health and safety guidelines.

CONSULTATION

Opportunities for consultation with employees and students will be provided and suggestions or comments on ways in which health and safety performance can be improved will always be considered.

CONTRACTORS AND VISITORS

All visitors should sign in and sign out at reception. In addition, contractors must be shown the areas within the building where their work is to be undertaken and any hazardous work e.g. use of heat, must be thoroughly checked before work commences and after completion.

In the event of a fire alarm sounding whilst a visitor is on the premises, staff must ensure that their visitors leave the building and attend the relevant evacuation point. If the visitor decides to leave at that time, staff must ensure that Reception is informed as soon as possible in order that they can be "signed out".

Details should be passed to the health and safety officer to determine hazards and risks and any special requirements.

HEALTH AND SAFETY TRAINING

All relevant employees will receive, and continue to receive, training in health and safety and fire safety every 36 months.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH

The risk to health and safety from any hazardous substances has been assessed as part of the risk assessment and any COSHH assessments and specific precautions are detailed within the health and safety training and COSHH charts.

SPECIFIC HAZARDS

The following are among the more common hazards experienced and for which control procedures may need to be developed. In some cases, the general arrangements in the policy will be supplemented by more detailed rules or appendices e.g. COSHH assessments.

DISPLAY SCREEN EQUIPMENT

Many employees are required to routinely use Display Screen Equipment (DSE) as part of their daily work. All reasonable steps will be taken by the Company to secure the health and safety of employees who work with DSE. The Company will conduct health and safety assessments of all work stations staffed by employees who use DSE as part of their usual work and will ensure that all workstations comply with statutory requirements, thus reducing risks to DSE users to the lowest extent practicable.

DSE users will be allowed periodic breaks in their work. Breaks in work may take the form of other work activities or tea breaks.

All DSE users will be given appropriate and adequate training on the health and safety aspects of this type of work and will be given further training and information whenever the organisation of the workstation is substantially modified.

HOUSEKEEPING

- Work sites must be kept clean and tidy.
- Any spillages must be cleaned up immediately.
- Waste materials and rubbish must be placed in the receptacles provided and removed routinely
- All materials must be properly and safely used and when not in use properly and safely secured.

SPILLAGES

A spillage is where fluids (water, oil, blood, etc.) are accidentally splashed or spilt on to a surface.

In the event of a spillage:

STUDENTS:

- Report it immediately to a receptionist or other member of staff who will inform the Director or the Operations Manager.
- Stay away from the area where the spillage is regardless of the type of fluid that has been spilt

STAFF MEMBERS:

- Report it immediately to the Principal or the Operations Manager
- Stay away from the area where the spillage is, regardless of the type of fluid that has been spilt

NOMINATED STAFF MEMBERS:

- Clean up the spillage immediately or at the earliest opportunity.
- Wear disposable gloves when cleaning up the spillage regardless of the type of fluid spilt. Put the “Wet Floor” sign in place where, for any reasons, the area affected by the spillage cannot be dried.

ACCESS

- Walkways and passageways must be kept clear from obstructions at all times.
- If a walkway or passageway becomes wet, it should be clearly marked with warning signs and/or covered with non-slip material. Any liquid spilt on the floor should be wiped up immediately (please see separate procedure for dealing with spillages).
- Trailing cables are a trip hazard and should not be left in any passageway.
- Any change in the floor elevation of any walkway or passageway must be clearly marked.
- Where objects are stored in or around a passageway, care must be taken to ensure that no long or sharp edges jut out into the passageway in such a way as to constitute a safety hazard.

MANUAL HANDLING

- Lifting and moving of objects should always be done by mechanical devices rather than manual handling wherever reasonably practicable. The equipment used should be appropriate for the task at hand
- The load to be lifted or moved must be inspected for sharp edges and wet or greasy patches
- When lifting or moving a load with sharp or splintered edges, gloves must be worn. Gloves should be free from oil, grease or other agents which might impair grip
- The route over which the load is to be lifted or moved should be inspected to ensure that it is free of obstructions or spillage which could cause tripping
- Employees should not attempt to lift or move a load which is too heavy to manage comfortably. Employees should ask for assistance if there is any danger of strain
- Where team lifting or moving is necessary one person should act as co-ordinator
- When lifting an object off the ground, employees should assume a squatting position, keeping the back straight. The load should be lifted by straightening the knees, not the back. These steps should be reversed for lowering an object to the ground.

INFORMATION, ADVICE AND GUIDANCE

At Eurospeak we are committed to ensuring that all learners and prospective learners have access to high quality impartial Information, Advice and Guidance (IAG) to enable them to make informed decisions, to achieve their full potential and succeed in life. The support and guidance we will offer our learners will assist in ensuring the achievement and retention of all learners irrespective of their individual needs.

We will work proactively with employers, parents/carers, sponsors, and other external agencies to guide the learners and promote an ethos of lifelong learning within our own organisation and those we work with.

It is Eurospeak's policy to deliver our service in accordance with the nationally recognised Matrix quality standard (to find out more, [click here](#)) and we adhere to our principles, which include:

- Providing impartial, responsive, friendly, and enabling information, advice, and guidance services to our learners.
- Being accessible and visible to our learners.
- Ensuring that our staff are professional and knowledgeable to address our learners' needs. Making our learners aware of relevant IAG services.
- Supporting learners to explore the implications for both learning and work in their future career plans.

In conjunction with these principles, our aim is to ensure that:

- All members of the community have access to information, advice, and guidance.
- Services meet the relevant quality standard for learning and work.
- All learners receive current, accurate and quality assured information which is inclusive.
- IAG is delivered in a tone and phrasing that can be comprehended by non-native speakers of English.
- We collect, use, and share your feedback to continually improve the service.

We are committed to providing a confidential service to our customers and respect that:

- Our learners deserve the right to confidentiality to protect their interests.

By guaranteeing confidentiality, we safeguard the services of giving Advice & Guidance. Eurospeak will handle information in compliance with the Data Protection Act and any current or subsequent human rights legislation, which guarantees a right of privacy. Information will be shared within the organisation only. We acknowledge that, on rare occasions, it may be necessary to break the basic rules of confidentiality. These may broadly be defined as situations where the safety, rights and liberties of other people or the person giving information may be seriously at risk.

LATENESS

Eurospeak expects all students to come to class on time. This is because:

- Being late prevents students from benefiting fully from the lessons.
- Late students create extra work for the teachers.
- Late students can be disruptive and affect the atmosphere of the group.

If you are more than 15 minutes late, you will be asked to wait until a suitable and convenient time to enter the class (e.g., like the break time) so you don't interrupt, and you will be marked as late. If you are regularly late (5 or more classes), you will receive a written warning by email. If you continue to be late, you will receive a second written warning by email. If your punctuality does not improve, you may be asked to leave the school. If you are asked to leave the course for this reason, refunds will not be given. If you are a

visa student, we will also send information to your agency and/or sponsor. Parents of students under 18 will also be informed.

LEVEL PROGRESSION

In order to complete a level and move to the next level, a student should generally:

- Attend at least 90% of the lessons.
- Complete homework regularly.
- Score consistently high marks in tests (generally at least 70%).
- Work hard in class.

Students who do not meet these criteria may be asked to complete the same level again or repeat part of the same level. If you find yourself in this situation, please understand that this is in your best interest. In certain cases, the student may be allowed to continue to the next level where the academic management believes it is in the student's best interest. This may be, for example, because the student seems to have a good understanding of much of the content of the course already despite having missed lessons, or because of a university entry deadline.

PASTORAL CARE

Eurospeak aims to provide a caring, happy environment in which students can develop to their full ability. We have a pastoral care policy that aims to increase the students' learning skills in line with their social and personal development.

The aims of our pastoral care policy are as follows:

- To create a caring and safe environment for staff and students.
- To create an environment where students feel safely able to discuss their feelings and worries.
- To foster good communication between the school, students, student guardians (where it applies) and external agencies.
- To help students value and respect the views of others.
- To help students develop self-discipline and encourage positive behaviour.
- To encourage a sense of belonging amongst all members of the school community.
- To encourage students to show respect and understanding of those whose culture, religion or life-style may be different from their own.

Successful pastoral care is a partnership between Eurospeak and each individual student. Eurospeak is committed to developing and maintaining strong links with students and student guardians (where applicable). Urgent concerns will be given immediate attention. Any information disclosed will be treated as confidential and only passed on to those with a need to know.

All staff, teaching and non-teaching, have a responsibility for pastoral care and should endeavour to contribute effectively to establishing and maintaining a climate which is characterised by good relationships and mutual respect. All staff are to complete a Safeguarding Training course on-line. The aim is to protect members of the school community from physical, social, emotional, and intellectual harm.

PAYMENTS

All course fees should be paid before starting the classes. Students should not attend class unless course fees are paid.

Sponsored students should have a financial guarantee to start their course, but we understand that this can take time to organise. The school will allow you to study up to 2 weeks maximum to allow your Embassy to process your application. Sponsored students cannot start without a guarantee.

Homestay payments must always be paid 4 weeks in advance. If you cannot make your payments on time, please talk to us urgently.

PREVENTING EXTREMISM AND RADICALISATION

Eurospeak Language School is committed to providing a secure environment for students, where our students feel safe and are kept safe. All adults at the school recognise that safeguarding is everyone's responsibility irrespective of the role they undertake or whether their role involves direct contact with or responsibility for students or not.

In adhering to this policy, and the procedures therein, staff and visitors will contribute to Eurospeak Language School's delivery of the outcomes to all students. This Preventing Extremism and Radicalisation Policy is one element within our overall school arrangements to Safeguard and Promote the Welfare of all students.

Our school's Preventing Extremism and Radicalisation Safeguarding Policy also draws upon the guidance contained in DfE Guidance "Keeping Children Safe in Education, 2014"; and specifically, DCSF Resources "Learning Together to be Safe", "Prevent: Resources Guide", "Tackling Extremism in the UK", DfE's "Teaching Approaches that help Build Resilience to Extremism among Young People" and Peter Clarke's Report of July 2014.

All staff at Eurospeak must undertake prevent training on a yearly basis and be vigilant of signs of radicalisation amongst our students.

PREVENT LEAD AND RESPONSIBILITIES

The School Director is the Prevent Lead and point of contact for any staff members who would like to report any concerns. The Prevent Lead's responsibilities include overseeing the referral of cases of suspected radicalisation or allegations to the City/County Council's Department of Children and Young People's Services, or other agencies (such as the police, Channel) as appropriate.

ETHOS AND PRACTICE

When operating this policy Eurospeak uses the following accepted Governmental definition of extremism which is:

Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members of our armed forces, whether in this country or overseas.

There is no place for extremist views of any kind in our school, whether from internal sources — students, staff, or governors — or external sources — school community, external agencies, or individuals. Our students see our school as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this — we have a duty to ensure this happens.

As a school, we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for students and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views, we are failing to protect our students.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills, and critical thinking, to challenge and debate in an informed way.

Therefore, at Eurospeak we will provide education and training so that our students are enriched, understand, and become tolerant of difference and diversity and also to ensure that they thrive and feel valued and not marginalised.

Furthermore, at Eurospeak we are aware that young people can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the

internet, and at times students may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language.

Any prejudice, discrimination, or extremist views, including derogatory language, displayed by students or staff will always be challenged and where appropriate dealt with in line with our Behaviour Policy for students and the Code of Conduct for staff.

As part of wider safeguarding responsibilities school staff will be alert to:

- Disclosures by students of their exposure to the extremist actions, views, or materials of others outside of school, such as in their homes or community groups, especially where students have not actively sought these out.
- Graffiti symbols, writing, or artwork promoting extremist messages or images.
- Students accessing extremist material online, including through social networking sites.
- Parental reports of changes in behaviour, friendship or actions and requests for assistance.
- Partner schools, local authority services, police reports of issues affecting students in other schools or settings.
- Students voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or 'hate' terms to exclude others or incite violence.
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture; · Attempts to impose extremist views or practices on others.
- Anti-western or Anti-British views.

At Eurospeak, we have determined "British Values" to be:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those with different faiths and beliefs

As a school, we aim to develop and nurture these by:

- Planning a vibrant, engaging programme with core ethical values and beliefs at its heart.
- A well-structured Knowledge for a Global Community course which addresses the values across a range of subject areas such as Democracy, Freedom, the rule of law, Human Rights and responsibilities, Ethics).
- Having a clearly communicated and consistently applied Behaviour Policy so that students understand what is expected of them and the consequences of both meeting and failing to meet these expectations.
- A Code of Conduct which is regularly referred to and communicated with students, reiterating that we are a school community built on mutual respect and understanding.
- Adopting restorative approaches, where possible, to resolve any difficulties between members of our school community.
- Having a rigorous commitment to student safety (for example: trips and visits policy and procedures, Safeguarding procedures, Code of Conduct and Health and Safety procedures).

TEACHING APPROACHES

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches students may experience elsewhere may make it harder for them to challenge or question these radical influences. In our school this will be achieved by good teaching, but also by adopting the methods outlined in the Government's guidance 'Teaching approaches that help build resilience to extremism among young people' DfE 2011.

We will ensure that all of our teaching approaches help our students build resilience to extremism and give students a positive sense of identity through the development of critical thinking skills. We will ensure that all of our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

We will be flexible enough to adapt our teaching approaches, as appropriate, so as to address specific issues so as to become even more relevant to the current issues of extremism and radicalisation. In doing so we will apply the 'key ingredients' for success as set out in the Table in Appendix 1 taken from the DfE document above and we will apply the methodologies set out in that document following the three broad categories of:

- Making a connection with young people through good teaching and a student-centred approach.
- Facilitating a 'safe space' for dialogue.
- Equipping our students with the appropriate skills, knowledge, understanding and awareness for resilience.



Therefore, this approach will be embedded within the ethos of our school so that students know and understand what safe and acceptable behaviour is in the context of extremism and radicalisation.

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution.

We will also work with local partners, families and communities in our efforts to ensure our school understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our students' experiences and horizons.

We will help support students who may be vulnerable to such influences as part of our wider safeguarding responsibilities and where we believe a student is being directly affected by extremist materials or influences, we will ensure that that student is offered mentoring. Additionally, in such instances our school will seek external support from local specialist agencies.

At Eurospeak we will promote the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage students to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our students safe and prepare them for life in modern multi-cultural Britain and globally.

USE OF EXTERNAL AGENCIES AND SPEAKERS

At Eurospeak we encourage the use of external agencies or speakers to enrich the experiences of our students. However, we will positively vet those external agencies, individuals, or speakers who we engage to provide such learning opportunities or experiences for our students.

These external agencies will be vetted to ensure that we do not unwittingly use agencies that contradict each other with their messages or that are inconsistent with, or are in complete opposition to, the school's values and ethos. We must be aware that in some instances the work of external agencies may not directly be connected with the rest of the school curriculum, so we need to ensure that this work is of benefit to students.

Our school will assess the suitability and effectiveness of input from external agencies or individuals to ensure that:

- Any messages communicated to students are consistent with the ethos of the school and do not marginalise any communities, groups or individuals.
- Any messages do not seek to glorify criminal activity or violent extremism or seek to radicalise students through extreme or narrow views of faith, religion or culture or other ideologies.
- Activities are properly embedded in the curriculum and clearly mapped to schemes of work to avoid contradictory messages or duplication.
- Activities are matched to the needs of students.
- Activities are carefully evaluated by schools to ensure that they are effective.

We recognise, however, that the ethos of our school is to encourage students to understand opposing views and ideologies, appropriate to their age, understanding and abilities, and to be able to actively engage with them in informed debate, and we may use external agencies or speakers to facilitate and support this. Therefore, by delivering our curriculum augmented by the use of external sources where appropriate, we will strive to ensure our students recognise risk and build resilience to manage any such risk themselves where appropriate to their age and ability but also to help students develop the critical thinking skills needed to engage in informed debate.

WHISTLE BLOWING

Where there are concerns of extremism or radicalisation students and staff will be encouraged to make use of our internal systems to Whistle Blow or raise any issue in confidence. They must inform the school director straight away.

SAFEGUARDING

Please refer to our Safeguarding Policy for the full procedural framework on our Safeguarding and Child Protection duties. To find our Safeguarding Policy, [click here](#).

Staff at Eurospeak will be alert to the fact that whilst Extremism and Radicalisation is broadly a safeguarding issue there may be some instances where a student may be at direct risk of harm or neglect. For example, this could be due to a student displaying risky behaviours in terms of the activities they are involved in or the groups they are associated with, or staff may be aware of information about a student's family that may equally place a student at risk of harm. (These examples are for illustration and are not definitive or exhaustive).

Therefore, all adults working at Eurospeak (including visiting staff, volunteers' contractors, and students on placement) are required to report instances where they believe a student may be at risk of harm or neglect to the Designated Safeguarding Lead or Principal.

HOW TO IDENTIFY SIGNS OF RADICALISATION

Possible signs of radicalisation include:

- The individual's views become increasingly extreme regarding another section of society or government policy
- They are observed downloading, viewing or sharing extremist propaganda from the web
- They become withdrawn and focused on one ideology
- The individual becomes increasingly intolerant of more moderate views
- The individual may change their appearance, their health may suffer (including mental health) and they may become isolated from family, friends, peers or social groups.
- The individual expresses a desire/intent to take part in or support extremist activity

WHAT TO DO IF YOU NOTICE RADICALISATION

If a student discloses to you that they (or indeed another child/young person or vulnerable adult) have been, or are being radicalised

DO

- **Do** listen very carefully to what they tell you.

- **Do** take what is said seriously and accept what you are told.
- **Do** stay calm and reassure the student that they have done the right thing in talking to you.
- **Do** write down as soon as you can exactly what you have been told.
- **Do** tell them that you must pass this information on but that only those who need to know will be told. Tell them to whom you will report the matter.

DO NOT

- **Do not** panic.
- **Do not** promise to keep things secret. You have a duty to refer a child/young person or vulnerable adult who is at risk.
- **Do not** lie or say that everything will be fine now that they have told.
- **Do not** criticise the abuser, especially if it is a parent/carer
- **Do not** ask lots of detailed or leading questions such as: 'What did he do next?' Instead, ask open questions such as: 'Anything else to tell me? 'Yes', or 'And...?'. Do not press for answers the student is unwilling to give.

It is important that the person to whom disclosure is made **does not investigate** or question the person concerned except to clarify what they have heard. This is particularly important in cases of sexual abuse.

If a student discloses to you that they or another child have been radicalised, or if you suspect from what you observe that they are being radicalised, you **MUST REPORT THIS**.

ROLLING ENROLLMENT AND PART-TIME STUDENTS

Students are accepted on courses every Monday. Students may enrol on the course at any point, which means that they may find themselves enrolling on a course weeks after it has started.

We also offer some flexibility as to how many lessons a week students choose to attend. This means that for a course that runs five times a week, a student may choose to attend only three lessons a week, i.e., to enrol on the course as a part-time student. We offer this flexibility because we understand that our students have work, family, and other commitments. However, we encourage students to attend as many lessons as possible and strongly discourage them from missing many lessons. Students who miss many lessons generally end up having to repeat the course.

To ensure equal and fair treatment of all students, Eurospeak has put in place a system to allow students who enrol after the course has started and those who attend part-time to integrate into a class as smoothly as possible and keep them up-to-date with the class progress. This system comprises the following elements:

- A welcome document is given to students to ensure they receive initial information about the class and course regardless of when they join. This document is available in the physical class folder.
- A virtual classroom which allows students to stay up to date with their course exists for every class. The purpose of the virtual classroom is to store relevant documents so that they can be accessed by students at home. It contains, for example, the following:
 - Materials used in class (e.g., PowerPoint slides, worksheets, etc.)
 - A record of work which specifies the work done and materials used in class, as well as homework, for each lesson.

- Formative tests with key

It also allows students who have joined the class later in the term to access documents and information from the beginning of the course.

- Each course will generally have a set coursebook. This allows students to follow the lessons that they miss at home. Although the answer key to the exercises in the coursebook is generally not provided, this is available to the students in class from their teacher.
- Similarly, each course will also generally have a set workbook. This will be used for homework, and students who miss a lesson will still be able to access and complete their homework at home. Workbooks generally include an answer key, which allows students to check their answers at home.
- Student tutorials are conducted with long-term students, where independent learning plans are devised.
- Revision slots, where a range of materials from earlier in the course is reviewed again, are provided regularly on our courses. A course may include the following pattern: presentation of new content on day A, review of that material on day B, etc. This allows students who missed one lesson to catch up in the following lesson. Note, however, that for maximum benefit, students should attend both new content and review lessons, as further practice and review will help consolidate knowledge and skills.
- Supplementary materials are provided in the virtual classroom and sometimes physically in the classroom too. These may include, for example, grammar books and vocabulary lists, as well as graded readers that the students can take home to improve their reading skills. These allow students to work independently on parts of the course they missed need further practice on.
- A physical copy of the workbook can be found in the classroom. This allows new students to complete their homework while they don't have their workbook, as they can take photos if necessary.

This system was designed to minimise disruption for students who join halfway through a course and for part-time students. However, it can only support students to an extent, and teachers should raise awareness of the importance of regular attendance and encourage learners to attend as often as they can.

SAFEGUARDING

EUROSPEAK SAFEGUARDING POLICY STATEMENT

Eurospeak is committed to providing a secure and friendly environment where all members of the community, whatever their background or character, are protected from harm and respected by others. All staff and any other adults involved with Eurospeak accept and recognise their responsibilities:

- to safeguard the welfare of children who join the school and any of its programmes;
- to continually develop awareness of any issues which might harm these children;
- not to make staff or any other adults involved with the School unnecessarily vulnerable to suspicion of any form of abuse.

We will endeavour to safeguard children as follows:

- by adopting child protection guidelines and accepted procedures
- by providing children with expected codes of behaviour and ensuring they understand what those are, especially bullying
- by sharing information about child protection and good practice
- by sharing information about any concerns

A child in the context of this policy refers to anyone under the age of 18 who has joined or is visiting Eurospeak. This policy applies to all children regardless of age, gender, ethnicity, nationality, disability, sexual orientation, race, religion or belief, or gender reassignment.

This policy has been formulated in accordance with the provisions of the Children Act 1989, the Human Rights Act 1998, and the United Nations Convention on the Rights of the Child (ratified by the United Kingdom Government in 1991). This policy is in addition to all relevant local authority safeguarding regulations and must be read in addition to them.

TERMINOLOGY

Safeguarding – Promoting the welfare of children and protecting them from harm.

Child Protection – Part of safeguarding, which focuses on protecting children suffering or likely to suffer significant harm and how to respond to any concerns.

DSL – Designated Safeguarding Lead. In charge of safeguarding throughout Eurospeak. Trained to Advanced Level (Level 3).

DSP – Designated Safeguarding Person. Second in charge of safeguarding. Trained to Advanced Level (Level 3).

LADO – Local Authority Designated Person. The outside agency to whom safeguarding concerns are reported.

LSCB – Local Safeguarding Children Officer. Monitors the investigations of the LADO.

DBS – Disclosure and barring service. Provides criminal records checks for individuals in the UK.

PEOPLE RESPONSIBLE FOR SAFEGUARDING

All adults associated with under 18s have responsibilities to safeguard them, including teaching and administrative staff, group leaders and homestay providers.

Under 18s have a responsibility to report any concerns which they have for themselves or another student to an adult.

Designated Safeguarding Lead	Designated Safeguarding Lead
Gaurav Vahi Designated Safeguarding Lead Child Protection Officer <i>Trained to Safeguarding Level 3</i> gaurav.vahi@eurospeak.ac.uk 0118 958 9599 • Reporting any allegations or concerns to LADO and relevant agencies • Keeping records of any allegations and concerns • Providing level 1 and 2 training • Reviewing policy annually and • Signing off • Overseeing implementation of • Policy • Visiting and carrying out DBS • Checks for homestay providers • Ensuring homestay providers read the safeguarding policy and sign host declaration • Obtaining relevant DBS/police • Check from all new staff members • Obtaining relevant DBS/police • Check from all group leaders • Reviewing policy annually	Palak Mahajan Safeguarding officer <i>Trained to Level 3</i> hello@eurospeak.ac.uk 023 8063 6494 Komal Aftab Safeguarding officer <i>Trained to Level 3</i> hello@eurospeak.ac.uk 023 8063 6494

Either the DSL or the DSP (both with Advanced Level 3 Safeguarding) will always have the emergency contact phone. They can be contacted out of office hours on +44 (0) 7427 175708

TRAINING

All staff, teachers, group leaders and homestay providers must complete Basic Awareness Safeguarding Training (Level 1) at the very minimum. This is completed online, selecting the relevant course from the Accreditation UK website - <https://accreditation-uk.english.britishcouncil.org/>. The DSL is responsible for delivering annual face-to-face refresher training for all employees of Eurospeak.

GUIDANCE FOR WORKING WITH UNDER-18S

All adults working for or with Eurospeak (including homestay providers, and any adults in residence at a homestay) are deemed to be in a Position of Trust. The Sexual Offences Act 2003 states that any person in a Position of Trust engaged in sexual activity of any sort with students under the age of 18 is breaking the law.

CODE OF CONDUCT

It is important for any adult working for or with Eurospeak to behave in a way that engenders a safe and trusting environment in which everyone can work. The following code of conduct must be followed in order that both adults and children are protected from harm, or from situations that could be misinterpreted.

DO

- Act as an excellent role model.

- Maintain a clean and professional appearance.
- Maintain a professional distance from under-18s.
- Take any concerns from under-18s seriously.
- Report any safeguarding or bullying concerns to the DSL/DSP.
- Encourage under-18s to respect each other and the school.
- Follow Eurospeak policies at all times.

DO NOT

- Smoke or consume alcohol, in front of or in the company of under-18s or their group leaders, or allow any effects of these practices to affect you in any way
- Swear or make racist, sexist or blasphemous remarks in front of any students (including under 18s) or make suggestive or derogatory remarks and gestures.
- Take photographs of under-18s, unless in an official capacity for the school where permission has been given. Photographs should not be of individual students (i.e. not in a group) and should not be stored or distributed anywhere except the school system.
- Socialise with under-18s, i.e. outside of class times or social activities and excursions.
- Have private contact with students, including by email, phone or social media, either during or after the course.
- Break the law in any way.
- Make physical contact with students, especially touch used to comfort or reassure. Physical contact is only permitted if:
 - It is to administer first aid. It should be no more contact than is absolutely necessary and care should be administered by a staff member of the same sex, if possible.

- It is to protect a student from immediate physical danger.
- It is to prevent a student from putting others into immediate physical danger.
- It is to prevent a student from committing a criminal offence.
- It is in self-defence, provided that the force used is not disproportionate to the attack.

BULLYING

DEFINITION

Bullying, defined as wilful and repeated behaviour which has the purpose of making another person unhappy, is not tolerated in any form at Eurospeak.

IDENTIFYING BULLYING

Bullying can take many different forms; it may be physical, emotional, name-calling, showing a lack of respect for another's property, excluding somebody from a social group; there are many possibilities. One person 'having a joke' can be another person suffering bullying. Sometimes it is obvious, sometimes it is done subtly and in such a way that children will be worried about telling staff what is happening. For this reason, it is vital that staff are vigilant in noticing changes in the behaviour of children, particularly if they become withdrawn.

HOW TO REACT IF YOU SUSPECT BULLYING

- Investigate all reports, however seemingly trivial.
- Ensure that all reports of suspected bullying are logged, and that the follow-up is also logged, fully recorded and signed by the senior staff member involved.
- Once it has been established that bullying has taken / is taking place, explain to the person acting unkindly that their actions have been precisely that and tell them the effect it has had on another / others.
- Ask them to consider an appropriate way of putting things right and, if necessary, support them in making an apology.
- Ensure that any apology / reconciliation is done with staff present so that it can be accurately recorded.
- Should the incident be more serious, conduct no-blame meetings with both parties (bully and bullied). The aim is to clarify the situation through discussion and allow both sides to work out a solution that is satisfactory to them both. This will be recorded by the supervising teacher. (N.B. Under-18s should not be asked to sign any documents.) Send details to the Director who will inform agents / parents of both parties what has happened and how it has been resolved.
- If, after this meeting, the bullying continues, then it must be seen as deliberate and require a more serious response. The Director will take immediate action to protect the bullied person and begin procedures to restrict the activities of the bully. The Director must be informed, and decisions will be made which could involve the bully being removed from classes. The Director will keep agents / parents of both parties fully informed.
- Any further incidents of bullying by the same person would result in them having to leave the school and / or programme and return home as quickly as possible.

RECOGNISING ABUSE

DEFINITION

Child Abuse is most often used to describe ways in which children are harmed – usually by adults – with damage to their physical or mental health. There are four broad categories of abuse as follows:

- physical: through hitting, shaking, squeezing etc.
- sexual: through inappropriate touching or contact with a child.
- emotional: through persistent lack of attention, unrealistic adult demands.
- neglect: failing to provide basic needs of food, proper clothing, safe supervision.

ABUSED BEHAVIOUR:

- Any type of eating disorder can be connected with abuse. Conditions such as anorexia or bulimia
- Personality Changes/becoming insecure
- Nightmares/sleeping problems - Delayed physical and emotional development
- Sudden speech disorder
- Neurotic behaviour such as rocking, hair twisting
- Inappropriate needy attention- seeking
- Self-harm

- Show aggression or withdrawal, two extremes within a short period of time
- Inappropriate sexualised play or awareness e.g. via drawings, promiscuous/inappropriate behaviour
- Sexually transmitted diseases
- Becoming secretive
- Bruises/injuries/burns in unusual places, which the child cannot explain
- Wearing clothes to cover bruises/burns (especially noticeable in hot weather)
- Hungry and may steal food
- Badly dressed
- Poor hygiene, hair not brushed
- Often tired
- Abuse of alcohol or drugs
- Thrives away from home environment

FEMALE GENITAL MUTILATION (FGM)

Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done.

- FGM is usually carried out on young girls between infancy and the age of 15.
- It's very painful and can seriously harm the health of women and girls.
- It can also cause long-term problems childbirth and mental health.

GETTING HELP AND SUPPORT

Help is available if you have had FGM or you're worried that you or someone you know is at risk. If someone is in immediate danger, you **must** contact the police immediately by dialling 999.

EFFECTS OF FGM

It can cause serious harm, including:

- constant pain
- repeated infections
- bleeding
- problems peeing or holding pee in

FGM AND MENTAL HEALTH

FGM can be an extremely traumatic experience that can cause emotional difficulties throughout life, including:

- depression
- anxiety
- flashbacks
- nightmares and other sleep problems

INDICATION THAT FGM IS ABOUT TO HAPPEN:

- a girl talks about getting ready for marriage
- a family is arranging a long break
- knowledge that an older sibling has undergone FGM

INDICATION THAT FGM HAS HAPPENED:

- reluctance to take part in any physical activities
- difficulties sitting still
- bladder problem
- behaviour change

CHILD SEXUAL EXPLOITATION (CSE)

Child sexual exploitation (CSE) is a type of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity.

Children and young people in sexually exploitative situations and relationships are persuaded or forced to perform sexual activities or have sexual activities performed on them in return for gifts, drugs, money or affection.

CSE can take place in person, online, or using a combination of both.

Perpetrators of CSE use a power imbalance to exploit children and young people. This may arise from a range of factors including:

- age
- gender
- sexual identity
- cognitive ability
- physical strength
- status
- access to economic or other resources (Department of Education, 2017).

Sexual exploitation is a hidden crime. Young people have often been groomed into trusting their abuser and may not understand that they're being abused. They may depend on their abuser and be too scared to tell anyone what's happening because they don't want to get them in trouble or risk losing them. They may be tricked into believing they're in a loving, consensual relationship.

Some children and young people are trafficked into or within the UK for sexual exploitation. Some difficulties faced by children and young people who have been sexually exploited include:

- isolation from family and friends
- falling behind on schoolwork, failing exams or dropping out of school altogether
- teenage parenthood
- unemployment
- mental health problems
- alcohol and drug addiction
- having a criminal record
- suicidal thoughts and attempts

Children and young people who are being sexually exploited may display certain behaviours:

- displaying inappropriate sexualised behaviour for their age
- being fearful of certain people and/or situations
- displaying significant changes in emotional wellbeing
- being isolated from peers/usual social networks
- being increasingly secretive
- having money or new things (such as clothes or a mobile phone) that they can't explain
- spending time with older individuals or groups
- being involved with gangs and/or gang fights
- having older boyfriends or girlfriends

- missing school and/or falling behind with schoolwork
- persistently returning home late
- returning home under the influence of drugs/alcohol
- going missing from home or care
- being involved in petty crime such as shoplifting
- spending a lot of time at hotels or places of concern, such as known brothels
- not knowing where they are, because they have been trafficked around the country (Department for Education, 2017).

INTERNET SAFETY

Eurospeak has a duty and responsibility to ensure that everyone that comes into the organisation is safe and that staff are all aware of methods to ensure a safe environment for colleagues and students alike, in particular children and vulnerable adults. As the use of technology is part of daily life, it is important that both staff and students have an awareness of using this safely, both inside and outside the college environment.

In response to this, the college has put in place the following guidelines to advise on the safe use of e-technology.

DEFINITION

E-safety refers to, the safe use of mobile phones (including texting), tablets, PCs, laptops and the internet (including email, apps & downloads/uploads); so that a person is not at risk from others or a risk to others through use of any of the above.

WHAT ARE THE RISKS?

The use of technology gives everyone easy access to another person. Whilst this is generally a positive thing, it can also pose great risks to people in the form of...

- **Cyber-bullying:** The use of mobile phones, email, social media or blogs to intimidate, verbally & emotionally abuse another person over a sustained period of time. This is anything that makes a person feel threatened or upset. For example, calling people names, making them feel stupid, using abusive language with them, or being consistently rude.
- **Inappropriate images:** By inappropriate we mean any image that is of a sexual nature or that has been taken to be used in a sexual manner. This could be in the form of accessing (and distributing) pornographic material, sending sexual images via email, texts, apps or social media that are offensive. It can also mean taking a picture or video of someone, without their permission, and distributing this via e-technology. It also includes taking sexual images of yourself and sending them to other people.
- **Inappropriate sexual messaging:** This is a message with sexual content that is sent via any of the following methods, email, social media, blogs, apps or texting. This could be telling someone they are beautiful or sexy but is unwanted by the person receiving the communication.
- **Racial or discriminatory abuse:** By this, we mean any abuse via technology that is related to race, sexual orientation, gender, age, ethnic background, religious beliefs or lifestyle choice.

- Radicalisation or Extremism: The distribution of radical views via social media and websites, which are intended to incite extremist beliefs and behaviours in young people.
- Access for sexual predators, to children, young people or vulnerable adults: E-technology provides the perfect forum for sexual predators as they can remain anonymous and hide their true intent for as long as they feel is necessary to win the trust of somebody. They may lie about their age or gender, and befriend someone for a long time before they reveal they are interested sexually. The risk of this is incredibly high and is commonly referred to as grooming; that is the process of building up trust with a young or vulnerable person with the intent of sexually abusing them, either virtually or physically. By sexual abuse, we mean the act of unwanted sexual attention; this can range from; sending images or videos of masturbation or nudity, touching someone in a way that they do not want, forcing someone to touch you in a sexual way or to send sexual content to them, to rape.

SAFER BROWSING

The college has in place a web filtering system to help prevent inappropriate e-behaviour that blocks websites which contain a selection of keywords. This is effective when connected to the internet via any means, and any technology, whilst using the college's networks. It is applicable to staff and students, and the usage is monitored by the IT company contracted by the college.

INAPPROPRIATE USE OF TECHNOLOGY

The college deems the following to be inappropriate use of technology:

- Searching for anything on the internet containing the filtered terms.
- The giving out of personal emails or telephone numbers by staff without informing their line manager. (At times this may be necessary, for example if the work mobile is not working on a social trip).

- Communication of an intimate nature between staff and students, or staff and staff via any technological media.
- The posting of any abusive, radical or sexually inappropriate material/images/audio on any website, messaging media, blogs or forums.
- Taking photos or videos of people without their permission.
- Posting images of people on sites, blogs, forums etc., even if the photo or image was taken with permission.
- Giving a third party the contact details for a person without their permission; this includes work emails

In addition to the web filter, the college's Facebook page is monitored by the Communications Officer and any inappropriate messaging or materials are blocked before they are publicly posted.

REPORTING SAFEGUARDING CONCERNS

WHEN YOU HAVE A CONCERN –

- Report your concern to the DSL/DSP, in as much detail as possible.
- Do not attempt to investigate the concern yourself.
- Do not share the information with any other adults or children, other than the DSL/DSP, or LADO/Police if necessary.
- If you believe that the child in question is in immediate physical danger, call the police.

WHEN AN ADULT SHARES A CONCERN WITH YOU –

- Encourage the adult to report their concerns to the DSL/DSP.
- If they are reluctant or refuse, it is your responsibility to report this information, in as much detail as possible.
- Do not attempt to investigate the concern yourself.
- Do not share the information with any other adults or children, other than the DSL/DSP, or LADO/Police if necessary.
- If you believe that the child in question is in immediate physical danger, call the police.

WHEN AN UNDER-18 SHARES A CONCERN WITH YOU –

If a child, young person or vulnerable adult discloses information to you about a possible abuse situation, either about another member of staff, another student or a member of the external community (parent / guardian etc.) you **must** report it.

At the time of disclosure:

- Listen to the child carefully, without judgment. React calmly and reassure the child that they have done the right thing to tell someone.
- Ask open questions, such as 'Is there anything else you want to tell me?'. Do not ask leading questions, or ask the child to repeat what they have told you to another adult.

- Inform the child that you are going to have to pass the information on to someone in a position of authority so that they are suitably supported, and that you cannot guarantee confidentiality. It is important to remember that a child (under 18) cannot refuse for this referral to occur if they have made an allegation of abuse.
- Make accurate factual notes for reference in the future, including time and date. Record the actual words the child used as far as possible.

After the disclosure:

- Do not leave the child alone. If placed in the care of another adult, the child must not be asked further questions, only reassured and kept safe.
- Notify the DSL/DSP immediately, using the 24-hour number if necessary.
- If they are not available, or if the allegations concern the DSL/DSP, contact the LADO or the police.
- After reporting the allegation, follow the instructions of the person you reported to (e.g. DSL/DSP/LADO/police). Do not share information with anyone else.

WHISTLEBLOWING

It is the duty of each staff member to report any incidents or concerns relating to colleagues not following the code of conduct or any specific safeguarding concerns relating to another member of staff, homestay provider, group leader or adult coming into contact with under-18s. Any whistleblowing will not be penalised and will remain confidential.

KEEPING RECORDS

The DSL is responsible for keeping records related to any safeguarding investigations that occur at Eurospeak. All records are kept on the password protected OneDrive account of the DSL and is accessible to them only.

Eurospeak follows guidance from Southampton LCSB, which states that:

“The purpose of the record is to enable accurate information to be given in response to any future request for a reference, where appropriate. It will provide clarification in cases where future DBS checks reveal information from the police about an allegation that did not result in a criminal conviction and it will help to prevent unnecessary re-investigation if, as sometimes happens, an allegation re-surfaces after a period of time. Schools and colleges have an obligation to preserve records which contain information about allegations of sexual abuse for the Independent Inquiry into Child Sexual Abuse (IICSA), for the term of the inquiry (further information can be found on the IICSA website). All other records should be retained at least until the accused has reached normal pension age or for a period of 10 years from the date of the allegation if that is longer.

Details of allegations that are found to have been malicious should be removed from personnel records. However, for all other allegations, it is important that a clear and comprehensive summary of the allegation, details of how the allegation was followed up and resolved, and a note of any action taken and decisions reached, is kept on the confidential personnel file of the accused, and a copy provided to the person concerned.”

Retrieved 16/12/19, from <http://hipsprocedures.org.uk/lkyyst/adults-who-pose-a-risk-of-harm-to-children/allegations-against-staff-or-volunteers#s3923>

ALLEGATIONS



When an allegation is made against an adult or child, the DSL/DSP will manage the reporting and investigation process with the LADO.

WHEN AN ALLEGATION IS MADE AGAINST AN ADULT ASSOCIATED WITH EUROSPEAK

Teachers/Eurospeak Staff

The adult will be immediately removed from working with children for the duration of any investigation. If teaching, they will be moved to a class that does not contain any children. If this is not possible, they will be suspended on full pay until the investigation by DSL/DSP/LSCB is complete. If the results of the investigation show that behaviour has taken place which contravenes any part of Eurospeak's safeguarding policy, their contract will be terminated with immediate effect.

WHEN AN ALLEGATION IS MADE AGAINST A CHILD STUDYING AT EUROSPEAK

It is important to recognise that a child against whom an allegation has been made may also be at risk. The details and a full account of any incident should be reported immediately to the DSL/DSP, who will manage reporting to external agencies if necessary. Details of the allegation will be reported to the parent or guardian of the child. If the situation extends beyond the procedure outlined above for bullying, the child will be suspended from classes. In the case of a child who is studying at Eurospeak as part of a group, they will be supervised by the group leader onsite at Eurospeak during class time.

RECRUITMENT

ADVERTISEMENT

The wording of the job vacancy advertisement will include:

“Eurospeak is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo Child Protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.”

Applicants should be aware that all posts at Eurospeak Language School involve an awareness of, and responsibility for safeguarding of children. Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974, and therefore all convictions, cautions and bind-overs, including those regarded as “spent”, must be declared.

In accordance with safeguarding procedures, we shall seek references on shortlisted candidates before any interview takes place and may approach any previous employers for information to verify experience or qualifications.

Applicants should be aware that provision of false material is an offence and could result in an application being rejected or summary dismissal if the applicant has been selected and possible referral to the Police and/or DfE Children’s Safeguarding Unit.

Applicants are asked to be aware that the interviews will include discussion of their suitability to work with children.

INTERVIEW

Where available, candidates should also bring the original, valid Enhanced DBS Certificate.

Applicants will be questioned about their previous experience working with under-18s, and their knowledge of standard safeguarding procedures. They will be asked questions relating to what different types of child abuse exist and how they might recognise signs of it happening.

EMPLOYMENT

All employee, group leader and homestay provider information relating to safeguarding is held in the single central record, including details of DBS checks, following up of references, safeguarding and Prevent training.

All candidates require a new DBS, which will be applied for by Eurospeak. This process must be completed prior to the commencement of employment.

Once received, the DBS check must be renewed every 3 years.

Any staff recruited from outside the UK are required to give provide evidence of the relevant police check, in accordance with British Council guidelines.

All staff must complete the online e-learning course Safeguarding for Teachers or Safeguarding for Language Centre Staff (Level 1) from <https://acc0reditation-uk.english.britishcouncil.org/> prior to starting a position at Eurospeak.

STUDYING AT EUROSPEAK

Students under the age of 18 enrolling as individuals are welcomed at Eurospeak. Eurospeak does not organise accommodation or social activities for these students and responsibility for them outside of class hours is with their parent, guardian or carer whilst in the UK. However, centre staff should remain vigilant and report any concerns they have to the DSL or DSP.

11-17-YEAR-OLD INDIVIDUALS

If the student does not arrive 15 minutes after the start of the class, the teacher must inform the administration team who will attempt to contact the student, and the responsible adult based in the UK to ascertain their whereabouts. If it is not possible to contact the student or responsible adult, the parent/guardian (if outside the UK) and the police will be alerted.

16-17-YEAR-OLD INDIVIDUALS IN ADULT CLASSES

Students aged 16-17 enrolling as individuals may be placed in adult classes if there are no suitable junior classes available. Teachers will be verbally notified of this, and the student's name will be highlighted on the register. If the student does not arrive 15 minutes after the start of the class, the teacher must inform the administration team who will attempt to contact the student, and the responsible adult based in the UK to ascertain their whereabouts. If it is not possible to contact the student or responsible adult, the parent/guardian (if outside the UK) and the police will be alerted.

PARENTAL PERMISSION

PARENTS OF UNDER 18 INDIVIDUAL STUDENTS

When applying for a course for a student under 18, the parent/guardian will be asked to fill in and sign an application form. This form includes a section for Parental Permission. We ask that parents read this carefully as they give detailed information regarding our attendance policy, supervision and rules for under 18s after classes. It asks the parent or guardian to give medical information for the student and outlines their responsibility for arranging travel to and from the school. This application form also includes the out of hours emergency telephone number

KEY CONTACT DETAILS

LADO contact details:

Telephone: 023 8091 5535 / 07500 952 037 or email LADO@southampton.gov.uk

MASH (Multi Agency Safeguarding Hub)

Telephone number for members of the public: 023 8083 3336

Telephone number for professionals: 023 8083 2300

Email address: MASH@southampton.gov.uk

Southampton Children's Services

Phone: 023 8083 3336

Email: mash@southampton.gov.uk

Southampton Adult Services

Phone: 023 8083 3003

Email: adultsocialcareconnect@southampton.gov.uk

<http://southamptonlsab.org.uk/concerns-about-an-adult-at-risk/>

OTHER SOURCES OF SUPPORT & ADVICE:

- NSPCC – 0808 800 5000
- ChildLine – 0800 1111
- Family Lives Parentline – 0808 800 2222
- Churches' Child Protection Advisory Service (CCPAS) – 0845 120 45 50
- The Police – 999

FURTHER INFORMATION AND ADVICE

- Safeguarding Young People: <http://www.safeguardingchildren.co.uk/>
- Anti-Bullying: <https://anti-bullyingalliance.org.uk/>
- Health & Safety : <https://www.britsafe.org/training-and-learning/c/training/mental-health-and-wellbeing-courses>
- Online Protection: <http://www.google.com/goodtoknow/familysafety/> <http://www.homeeddirectory.com/blog/recognizing-and-preventing-cyberbullying>

- Teen Depression: [Dealing with Teen Depression - HelpGuide.org](https://www.helpguide.org/mental/teen_depression.html)
- FGM: [Female Genital Mutilation - Prevent & Protect | NSPCC](https://www.nspcc.org.uk/keeping-children-safe/what-to-watch-out-for/female-genital-mutilation/)
- CEOP: <https://www.ceop.police.uk/safety-centre/>

SICKNESS AND ABSENCE

Please remember you will be marked as absent even when you have informed the school of any sickness. However, if you have medical problems which you tell the school about, we can give you a supporting letter or any reports or references that you may need in the future.

SMOKING

To comply with legislation, smoking is not permitted inside the Eurospeak buildings. If you do smoke, this will only be allowed during authorised breaks and only in outside areas as explained to you during your induction. Please do not smoke at the entrance to the school.

Employees found to be in breach of this policy, which will be regarded as gross misconduct, will be subject to the disciplinary procedures as laid out in the Staff Handbook.

SPECIAL EDUCATIONAL NEEDS, LEARNING DIFFICULTIES, AND DISABILITIES

Eurospeak Language School asks for all applicants to declare any special needs, learning difficulties and disabilities as part of their application. The school treats all special needs on a case-by-case basis.

The school reserves the right to assess the needs of each student and make a judgement about the ability of the school to meet those needs. After assessment of the student, if the school feels that it is unable to adequately cater for a student's needs it will refer the student to a specialist provider. Unfortunately, due to the structure of the building, the school has no wheelchair access and no disabled toilet facilities.

Where possible, the school will make adjustments to accommodate for the student on the course. Whenever possible we ensure that teachers provide appropriate levels of extra support for students with learning difficulties or disabilities. The key to this is speaking to the student and finding out exactly what the teacher can do to assist them in the learning process.

When teachers have students with sensory disabilities such as impaired vision or hearing, they also take appropriate practical measures such as enlarging photocopies and writing in larger letters on the whiteboard or allowing students with hearing problems to sit near any audio source and the teacher.

STATEMENT OF EDUCATIONAL PURPOSE

Eurospeak aims to help its students communicate better in English, whatever their background, needs or aims. This in turn helps our students to make the most of their opportunities in life and leads to greater understanding between cultures.

Our aim is to provide an environment in which students from a wide range of cultural, ethnic and religious backgrounds:

1. Realise fully their academic and social potential
2. Understand and appreciate the rich diversity of their various cultural traditions

We will endeavour to achieve this by the provision of:

1. Courses that widen the educational opportunities for students
2. Teaching that is of a high standard and appropriate to the abilities and needs of each student
3. Pastoral care that will enable each student to feel secure in a caring and supportive environment
4. Social activities that widen students' understanding of their environment and which create more opportunities for social interaction
5. An immediate environment which is safe and secure
6. A school environment in which students and teachers feel empowered to develop their skills and also feel valued and respected

TEACHING AND LEARNING

Eurospeak is a unique and truly comprehensive language school with students from a rich diversity of backgrounds. We are committed to creating and sustaining an excellent learning culture for our entire learning community.

We have high expectations in both teaching and learning to give all students the opportunity to fulfil their potential and achieve their learning aims.

OUR AIMS

1. To empower all learners, students and staff to achieve their potential
2. To ensure that our course selection is broad, balanced and accessible, and provides progression for all students
3. To develop a learning culture in all areas of the school
4. To create an ethos of and structures for sharing good practice so as to enable the school to progress towards excellence

HOW WE WILL ACHIEVE OUR AIMS

We will empower all learners to achieve their potential by:

- An initial placement process
- Assessment of speaking level during the first week
- Tutorials with needs analysis for long-term students
- Independent Learning Plans for long-term students
- Ensuring that a mix of teaching approaches and methods is used to cater for different learning styles
- Constant monitoring, feedback, and dialogue within the classroom
- Regular assessment (formative and summative)
- Careful planning and differentiation within the classroom
- Fostering students' independence by giving them the tools necessary to keep up with the class, regardless of their attendee patterns and enrolment date

To ensure that our curriculum is broad, balanced, and accessible and provides progression for all students we will carry out:

- Regular reviews and monitoring of resources and course books
- Constant monitoring, feedback, and dialogue within the classroom
- Regular assessment
- Formative and summative assessment tasks
- Working in cross curricular ways to enhance teaching and learning

To develop a learning culture in all areas of the school we will have:

- Regular (once a month) training for teaching staff (CPD):
 - In-house Teacher Development, focusing on school-wide issues, review or updates of procedures and support for new teachers
 - Independent Teacher Development, allowing teachers to take ownership of their professional development and provide a measure of differentiation in teacher development
- Peer observation and mentorship programme for all teaching staff
- Department meetings which include sharing good practice
- Teaching and learning as a standard agenda item for all academic meetings

To create an ethos of and structures for sharing good practice to enable the school to progress towards excellence by:

- Providing access to further training and development for all teaching and administrative staff
- Promoting the sharing of skills within the staff team
- Passing on details of outside conferences and teaching organisations

OUR DEFINITIONS OF EFFECTIVE TEACHING, LEARNING, AND HIGH EXPECTATIONS

To enable the above, we have identified what we believe constitutes effective teaching and learning and have identified what we mean by high expectations.

THE CHARACTERISTICS OF EFFECTIVE TEACHING

The characteristics of effective teaching include:

- Teachers enhance their general effectiveness when their teaching is purposeful, efficient, clear, structured, and adaptive
- Appropriately high expectations are of paramount importance
- Good teaching involves more than just exposition and arranging activities; the nature of the interaction should be carefully designed, with differentiation matched closely to learners' actual abilities and needs
- An effective teaching atmosphere encourages learners to value and draw on their own experience
- Good lessons are carefully planned and involve students' participation as much as possible
- Effective teaching and learning regularly features a suitable balance between class, group and individual work
- Effective teaching is complemented by fair discipline, positive reinforcement and explicit formative feedback

Effective teachers:

- Set high expectations
- Are good at planning and set clear objectives for each lesson
- Employ a variety of teaching methods and approaches throughout the lesson
- Have clear strategies for student management

- Manage time and resources wisely
- Set individual targets with students and work with them to improve
- Employ a wide range of assessment techniques
- Link homework to work done in the lesson and set it and mark it regularly

THE CHARACTERISTICS OF EFFECTIVE LEARNING

Learning is effective when it:

- Occurs in an orderly, stimulating, attractive, safe and supportive environment
- Allows students to see the purpose of what is to be learned
- Deepens students' knowledge and develops new cognitive skills
- Makes clear connections with other subject areas and other learning activities
- Encourages listening to the ideas and views of others
- Provides opportunities to apply any new knowledge and skills
- Stimulates the application of initiative and imagination through solving real-life problems
- Sets time aside for reflection and the establishment of further lines of enquiry
- Develops self-esteem and self-sufficiency

HIGH EXPECTATIONS

High expectations are demonstrated when:

- Teachers begin from a stance that students 'can do' rather than the opposite
- Attention is given to establishing a school culture which 'demands', for example, a determination to secure and sustain orderly and constructive behaviour
- Every effort is made to reflect high standards in the learning environment and in the use of learning resources
- Tasks are set at a variety of levels
- The promotion of students' self-esteem is seen to be as important as their academic attainment
- The development of thinking skills is evident in the classroom
- Time is set aside in lessons to allow pupils to think through issues and prepare responses
- Teachers balance praise with constructive criticism
- Teachers use effective questioning techniques

TOLERANCE AND UNDERSTANDING

It is important that all students and staff in our school show respect, tolerance and understanding of other students. We understand that students have different opinions and beliefs, and healthy discussion is a good way of expressing opinions and learning. However, please remember these points when discussing issues:

- Am I upsetting other students?
- Am I being aggressive?
- Am I using rude language?
- Am I making other people uncomfortable?
- Am I getting angry?

You may think that a student is behaving inappropriately towards other students, for example because they are making other students upset or uncomfortable or if there is any discrimination of a racial, religious, political, gender-based or sexual nature. If this happens, please talk to a member of staff. This can be secret and discussed in private with any of the admin team.

If a student behaves inappropriately, we will speak to them first. If the behaviour continues, we will:

1. Give a verbal warning.
2. Give a written warning.
3. Ask the student to leave the school.

APPENDIX: NOTE ABOUT POLICIES REVIEW

The policies below will be reviewed each year, and any necessary amendments will be made and brought to the attention of staff. You can find out when the policies were last reviewed on the cover page.

When a specific policy is reviewed individually after the annual review, you will find details of the review below:

Review On: 02 January 2026

Next Review: 04 January 2027