

College Group Policy

Safeguarding

Manager Responsible: Director of Learner Development & Inclusion

Version Number: 9.0

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|-------------------------|--------------------------|
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AMENDMENT SUMMARY

| <u>Version</u> | <u>Date</u> | <u>Remarks</u> |
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| 7.0 | 18 Aug 2017 | Inclusion of direction on: Peer-on-Peer Abuse; and Allegations Against Learners. Minor textual amendments |
| 7.1 | 20 Sep 2017 | Arrangements for assessing Vulnerable Learners |
| 7.2 | 01 Mar 2018 | Change to Safeguarding Structure for employee related matters |
| 8.0 | 08 Oct 2018 | Annual Review and inclusion of changes to KCSiE and Working Together Summer 2018 Editions. |
| 8.1 | 11 Sep 2019 | Annual Review and inclusion of changes to KCSiE Summer 2019 Edition. |
| 9.0 | 07 Sep 2020 | Annual Review and inclusion of changes included in KCSiE September 2020 Edition. |

Age, Disability, Gender & Race Equality Statement

Age, Disability, Gender and Race Equality Impact Measures will be set and monitored through analysis of all data related to potential suspected or actual abuse of this policy.

A copy of the Equality Impact Assessment Initial Screening Form is attached as an Annex to the full Safeguarding Policy

Policy Summary

1. INTRODUCTION AND PURPOSE

As well as needing to provide a safe and secure environment under UK law, the College Group is committed to helping learners achieve their best by making sure they feel comfortable and safe in all College Group locations. The Safeguarding Policy tells everyone how this is going to be achieved. It also gives certain people responsibilities and tasks to make sure it happens. The Policy applies to all staff, learners, volunteers and regular visitors.

The College Group will do everything it can to protect young people from:

- Abuse, in all its forms
- Harassment
- Child criminal Exploitation; including sexual exploitation and county lines
- Forced marriage or so-called honour-based abuse
- Harm from cultural or religious practices; including Female Genital Mutilation (FGM)
- Radicalisation
- Homelessness

It is hoped that learners and parents or carers will feel free to discuss any concerns they have which may affect successful learning and will view the College as a safe place if there are any difficulties elsewhere in their lives.

The way schools and colleges are currently operating in response to coronavirus (COVID-19) is fundamentally different to business as usual, however, all of the important safeguarding principles remain the same.

2. DEFINITION

The Department for Education document '*Keeping Children Safe in Education*' defines Safeguarding and promoting the welfare of children as:

- Protecting children from maltreatment;
- Preventing impairment of children's mental and physical health or development;
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- And taking action to enable children to have the best outcomes.

This means all the activities shown in the diagram overleaf must include some consideration of Safeguarding matters.

The Children Acts 1989 and 2004 state that a child is any person aged under 18 years old. However, in certain circumstances this age limit may be extended; for example, in the case of a person with learning difficulties or in cases where there has been an abuse of trust.

Although the College Safeguarding Policy is generally applicable to those who must be protected, the principles apply to any concerns around the welfare of learners at the College. It includes all those aspects of support which, in schools, falls under the banner of Child Protection.

No single practitioner can have a full picture of a young person's needs and circumstances. If young people and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

3. MAIN PRINCIPLES

The College Group promotes an ethos where young people feel secure, are encouraged to talk and are listened to. Because of our duty to protect learners, where we believe a student is at risk of harm, we cannot promise to keep information confidential. Every learner will normally be told by the member of staff they have chosen to talk to, what will happen next.

Staff who observe any behaviour or who hear or are told anything significant by a learner or others, must report their concerns in accordance with the diagram on Page 5.

Safeguarding issues can revolve around one or more of the following; detailed definitions can be found elsewhere in this document:

- Neglect
- Physical Abuse
- Sexual Abuse
- Emotional Abuse
- Bullying or harassment (including e-safety & Peer-On-Peer Abuse)
- Forced Marriage
- Radicalisation
- Homelessness

Safeguarding incidents and/or behaviours can be associated with factors outside the College and/or can occur between young people outside the College. All staff, but especially the designated safeguarding lead (and deputies) should be considering the context within which such incidents and/or behaviours occur. This is known as contextual safeguarding¹, which simply means assessments of young people should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare. Children's social care assessments should consider such factors, so it is important that colleges provide as much information as possible as part of the referral process. This will allow any assessment to consider all the available evidence and the full context of any abuse.

All staff should also be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

Annex A to '*Keeping Children Safe in Education*' contains important information about specific forms of abuse and Safeguarding Issues. It is required reading for all staff, governors and other individuals who support College learners.

The College Group recognises the positive contribution it can make towards protecting its learners from radicalisation towards violent extremism. Through

¹ <https://contextualsafeguarding.org.uk/about/what-is-contextual-safeguarding>

Learner Voice and the tutorial programme, it will continue to help the learners to create communities that are resilient to extremism and protect the wellbeing of particular learners who may be vulnerable to being drawn into violent extremism or crime. It will also continue to promote the development of spaces for free debate where shared values can be reinforced.

Child sexual exploitation (CSE) and Child Criminal Exploitation (CCE) involve exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual or criminal activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences. The Female Genital Mutilation Act 2003² creates a mandatory reporting duty requiring specified regulated professionals³ in England and Wales to make a report to the police. The duty applies where, in the course of their professional duties, a professional discovers that FGM appears to have been carried out on a girl aged under 18 (at the time of the discovery).

Radicalisation is the process by which individuals come to support terrorism or violent extremism. There is no typical profile for a person likely to become involved in extremism, or for a person who moves to adopt violence in support of their particular ideology. Although a number of possible behavioural indicators are listed below, staff should use their professional judgement and discuss with other colleagues or external partners if they have any concerns:

- Use of inappropriate language
- Possession of violent extremist literature
- Behavioural changes
- The expression of extremist views
- Advocating violent actions and means
- Association with known extremists
- Seeking to recruit others to an extremist ideology

If anyone has any significant concerns about a learner beginning to support terrorism and/or violent extremism, they should discuss the individual with the Director of Learner Development & Inclusion.

Staff cannot guarantee to consult parents or carers first, or to keep a young person's concerns confidential, if a referral must be made to the appropriate

² Section 5B(11) of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015)

³ Including 'Teachers' - in relation to England, a person within section 141A(1) of the Education Act 2002 (persons employed or engaged to carry out teaching work at schools and other institutions in England)

agencies (Police or Local Authority) in order to safeguard the young person's welfare.

The Social Services and Police have the primary responsibility in the field of child protection and preventing violent extremism respectively. Local authorities must take steps to protect people at risk in appropriate circumstances and give certain powers to the police so that they can take action to protect them.

It is not the College Group's responsibility to investigate abuse. Nevertheless, it must act if there is cause for concern and must notify the appropriate agencies so that they can investigate and take the necessary action.

All staff who are in regular contact with young people will need to attend basic safeguarding training. The College Group will provide adequate training and supervision to ensure that the needs and welfare of young people are paramount. When staff join the College Group they will be trained in the Safeguarding arrangements as part of their induction. Mechanisms are in place to assist them to understand their role in safeguarding young people and adults at risk. Regular updates on Safeguarding matters will be provided to all staff.

4. ONLINE SAFETY

The starting point for online teaching is that the same principles as set out in the College's Acceptable Use of IT Resources, e-Safety Policy and Code of Conduct still apply. These will be supplemented by periodic updates disseminated through the medium of the StaySafe Newsletter.

As learners may be interacting more online for learning and socialising, the need to set clear expectations about respectful online behaviour will be even greater than usual – regardless of their comfort level or proficiency with technology. Communication and content should always reflect professional staff/learner or staff/parent/carer relationships.

5. STAFF WITH SPECIFIC SAFEGUARDING RESPONSIBILITIES

The staff listed below have specific responsibilities detailed in the full Policy document:

- Designated Governor
- Director of Learner Development & Inclusion
(*Designated Senior Safeguarding Manager*)
- Directors of Curriculum
(*Deputy Senior Safeguarding Managers*)
- Curriculum Area Managers
- Manager Dovedale Nursery (*Early Years Safeguarding Manager*)
- Director of Information Systems (*E-Safety Manager*)
- Human Resources Manager (*Staff Safeguarding Manager*)
- Student Support Team Leader (*Safeguarding Lead*)

5. ASSESSMENT OF VULNERABLE LEARNERS

The College has specific arrangements in place to assess the risks to, and vulnerabilities of, learners in the following categories:

- 14-16 year olds
- Category 1 students
- Students identified as potentially at academic risk
- Learners with a live Safeguarding Alert
- Learners with Education, Health and Care Plans
- Learners who may be considered as an 'Adult at Risk'.

For all learners who fall into these groups, staff must carry out a Vulnerable Learner Assessment using the form at Appendix 3.

6. MANAGEMENT OF VISITORS

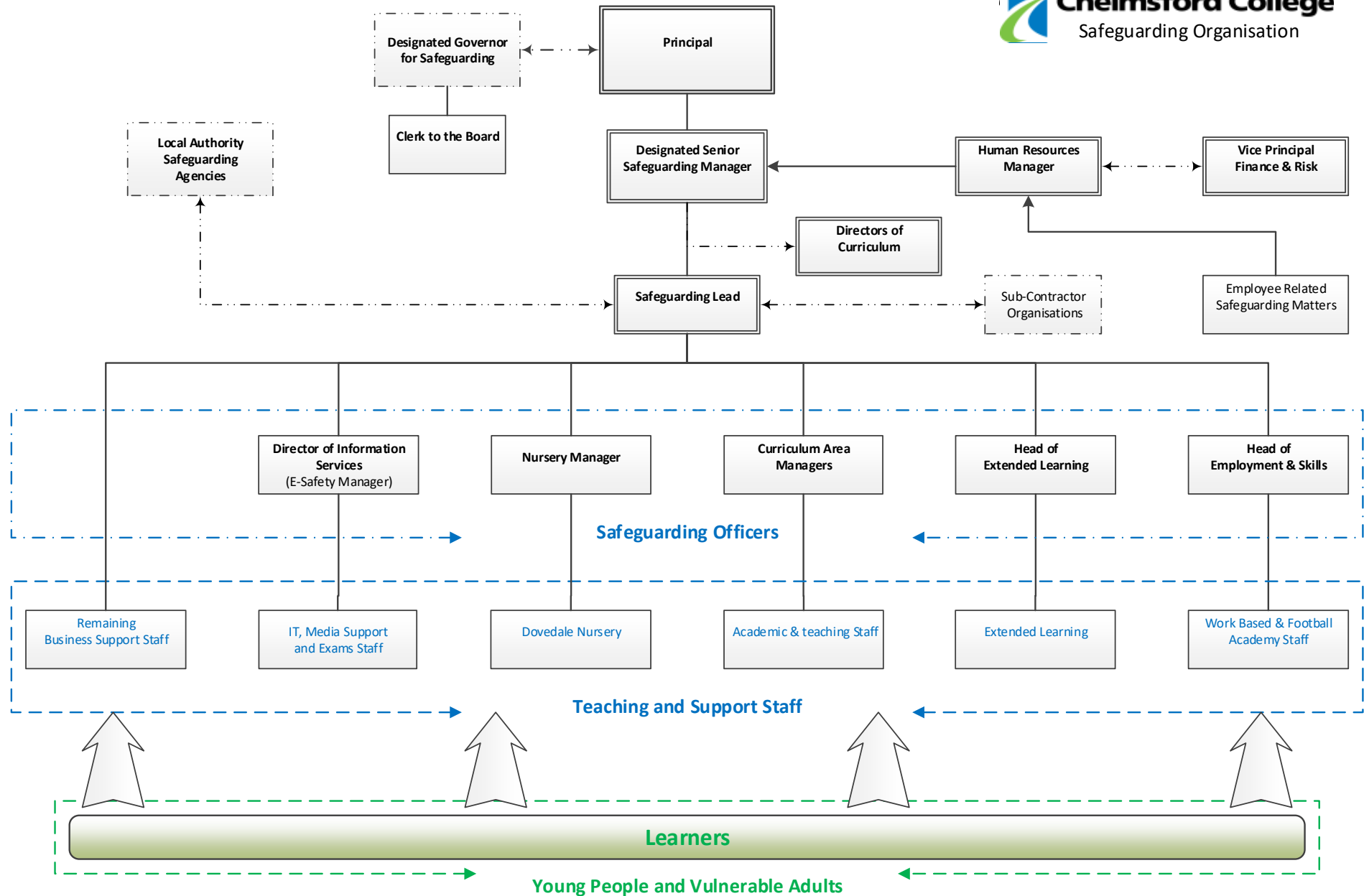
All visitors to the College must go to the appropriate Reception desk before proceeding to any other part of the College estate. Their details should be recorded, they are to be given a Visitor's badge and must be escorted appropriately throughout their visit. Approval for Visiting Groups and Speakers must be obtained following the guidance contained in Appendix 6.

7. TRAINING FOR VOLUNTEERS

The College generally supports the opportunities that volunteering potentially provides to both parties. However, it is important that normal safer recruitment processes are followed which will include the need for some induction including training on: Safeguarding & PREVENT; Health & Safety; and Equality & Diversity.

8. SAFEGUARDING ORGANISATION

The diagram overleaf shows the Safeguarding organisation within Chelmsford College Group:



Policy in Full

Table of Contents

| | | |
|------------|--|-----------|
| 1. | INTRODUCTION | 1 |
| | Figure 1 – Elements of Safeguarding | 1 |
| 2. | POLICY STATEMENT | 2 |
| 3. | DEFINITIONS OF ABUSE | 3 |
| a. | Physical Abuse | 3 |
| b. | Neglect | 3 |
| c. | Sexual Abuse | 3 |
| d. | Emotional Abuse | 3 |
| e. | Peer-On-Peer Abuse | 4 |
| 4. | ROLES AND RESPONSIBILITIES | 4 |
| a. | Designated Staff with Responsibility for Safeguarding. | 4 |
| b. | Other Designated Staff Members..... | 5 |
| c. | Designated Governor..... | 5 |
| d. | Safeguarding Committee..... | 6 |
| e. | Support During Critical and Significant Incidents..... | 6 |
| 5. | DEALING WITH A DISCLOSURE OF ABUSE AND PROCEDURE FOR REPORTING CONCERNS | 6 |
| a. | If a Child, Young Person or Adult at Risk Tells You About Possible Abuse: | 6 |
| b. | Reporting and Dealing with Allegations of Abuse Against a Member of Staff:..... | 7 |
| 6. | MANAGING ALLEGATIONS AGAINST OTHER LEARNERS | 8 |
| 7. | PEER-ON-PEER ABUSE PREVENTION | 8 |
| 8. | Statutory Duties - Prevent | 10 |
| 9. | SERIOUS VIOLENCE | 10 |
| 10. | 14-16 Year-old learners | 11 |
| 11. | ASSESSMENT OF VULNERABLE LEARNERS | 11 |
| 12. | LOOKED AFTER CHILDREN | 11 |
| 13. | INFORMATION SHARING | 11 |
| 14. | THE USE OF ‘REASONABLE FORCE’ IN COLLEGE | 12 |
| 15. | MENTAL HEALTH | 12 |
| 16. | ONLINE SAFETY | 12 |
| 17. | OTHER RELEVANT POLICIES AND PROCEDURES | 13 |
| a. | Selection Procedures..... | 13 |
| b. | Associated Policies..... | 13 |
| c. | External Reference Documents | 14 |
| 18. | MANAGEMENT OF VISITORS | 14 |

| | |
|--|----|
| 19. TRAINING FOR VOLUNTEERS | 14 |
| 20. MONITORING AND REVIEW | 15 |

APPENDIX 1

| | |
|---|-----|
| Managing Allegations against other learners | 1-1 |
|---|-----|

APPENDIX 2

| | |
|---|-----|
| Guidelines for Staff and Volunteers | 2-1 |
| Safeguarding Organisation | 2-3 |
| Individuals with Safeguarding Responsibilities | 2-5 |
| Reporting Structure for Safeguarding and Child Protection Concerns..... | 2-6 |
| Safeguarding Report Form..... | 2-7 |

APPENDIX 3

| | |
|--|-----|
| Vulnerable Learner Assessment Form | 3-1 |
|--|-----|

APPENDIX 4

| | |
|--|-----|
| Code of Conduct for Staff and Volunteers | 4-1 |
|--|-----|

APPENDIX 5

| | |
|--|-----|
| Information on Child Sexual Exploitation and Female Genital Mutilation | 5-1 |
|--|-----|

APPENDIX 6

| | |
|--|-----|
| Arrangements for Visiting Groups & Speakers..... | 6-1 |
|--|-----|

EIA ANNEX

| | |
|--|--------|
| Equality Impact Assessment (EIA) Initial Screening Form..... | EIA -1 |
|--|--------|

1. INTRODUCTION

What is Safeguarding?

The term safeguarding children has been variously defined. For example:

"Agencies (and organisations) working with children and young people take all reasonable measures to ensure that the risks of harm to the individual's welfare are minimised; and where there are concerns about children and people's welfare, all agencies (and organisations) take all appropriate actions to address those concerns, working to agreed local policies and procedures, working in partnership with other local agencies"⁴.

Under the Education Act 2002 Governing bodies of FE providers have a statutory duty to make arrangements to safeguard and promote the welfare of children. Colleges and their staff form an important part of the wider safeguarding system for young people. This system is described in statutory guidance *Working Together to Safeguard Children*⁵.

Some elements which contribute to Safeguarding are shown in Figure 1.



Figure 1 – Elements of Safeguarding

Information included in this document includes elements which have been lifted from the main statutory guidance, *Keeping Children Safe in Education*⁶

This document provides statutory guidance from the Department for Education issued under Section 175 of the Education Act 2002. All College staff are to read at least Part 1 of this guidance, which is available on the intranet.

⁴ From Children Act 1989 and Joint Chief Inspectors Report on Arrangements to Safeguard Children 2002

⁵ Department for Education Guidance - Working Together to Safeguard Children, July 2018

⁶ Department for Education - Keeping Children Safe in Education: Statutory Guidance for Schools & Colleges, September 2020

2. POLICY STATEMENT

Chelmsford College has a statutory and moral duty to ensure that the College promotes the welfare of young people and adults at risk receiving education and training in the College; or under the auspices of the College.

Where reference is made to 'children' and/or 'young people' the term is used to mean those under the age of 18 years old. The College recognises that some adults are also vulnerable to abuse and the procedures have been developed to apply to the protection of adults at risk and allegations of abuse of this nature.

The College is committed to ensuring:

- A safe environment for young people and adults at risk to learn in;
- That young people and adults at risk who are suffering, or are likely to suffer significant harm are identified;
- That we will take appropriate action to see that such young people and adults at risk are kept safe at the College; and
- Appropriate measures are implemented to keep learners safe from radicalisation and promote British values.

To achieve these aims the College will annually review the policy and procedure with the aim of:

- Raising awareness of issues relating to the welfare of children, young people and adults at risk and the promotion of a safe environment for them to learn within the College;
- Aiding the identification of children, young people and adults at risk of significant harm, providing procedures for reporting concerns;
- Discharging the institutions statutory duties with regard to the *PREVENT* strategy;
- Establishing procedures for reporting and dealing with allegations of abuse against members of staff or learners; and
- The safe recruitment of staff

In developing the policy and procedure the College will consult with, and take account of, guidance issued by the Department for Education and other relevant bodies and groups.

Safeguarding incidents and/or behaviours can be associated with factors outside the College and/or can occur between young people outside the College. All staff, but especially the designated safeguarding lead (and deputies) should be considering the context within which such incidents and/or behaviours occur. This is known as contextual safeguarding⁷, which simply means assessments of young people should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare. Children's social care assessments should consider such factors, so it is important that colleges provide as much information as possible as part of the referral process. This will allow any assessment to consider all the available evidence and the full context of any abuse.

⁷ <https://contextualsafeguarding.org.uk/about/what-is-contextual-safeguarding>

The College will refer concerns that a child, young person or adult at risk might be at risk of significant harm to Social Services or other appropriate agencies.

The College has links with the Local Authority for Safeguarding Matters. Appropriate College staff will contact the Safeguarding Team or Social Care staff as required. They have full knowledge of the local authority safeguarding procedures (including Southend, Essex and Thurrock Child Protection Procedures) and have contact with the Local Authority Designated Officer (LADO).

The College will have a nominated Governor for safeguarding issues, who will undertake appropriate training.

The Principal and all staff working with children young people and adults at risk will receive training adequate to familiarise them with safeguarding issues and their responsibilities within the College policy and procedures; with refresher training at least every two years. A member(s) of the Senior Management Team will have special responsibility for safeguarding issues. The Designated Senior Safeguarding Manager who has lead responsibility for safeguarding in the College is the Director of Learner Development & Inclusion.

Senior managers will ensure that there is a mechanism in place to assist staff to understand and discharge their responsibilities in respect of Safeguarding young people and adults at risk. Staff will receive regular Safeguarding updates.

The governing body will receive an annual report from the Senior Designated Safeguarding Manager which reviews how the duties have been discharged.

3. DEFINITIONS OF ABUSE

The College recognises the following as definitions of abuse:

a. Physical Abuse

Physical abuse causes harm to a young person or adult at risk. It may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

b. Neglect

Neglect is the persistent or severe failure to meet an adult at risk or young person's physical and/or psychological needs. It will result in serious impairment of the child's health or development.

c. Sexual Abuse

Sexual abuse involves a child, young person or adult at risk being forced or coerced into participating in or watching sexual activity. It is not necessary for the child to be aware that the activity is sexual, and the apparent consent of the child is irrelevant.

d. Emotional Abuse

Emotional abuse occurs where there is persistent emotional ill treatment or rejection. It causes severe and adverse effects on the adult at risk or

young person's behaviour and emotional development, resulting in low self-worth. Some level of emotional abuse is present in all forms of abuse. This would include potentially abusive or offensive electronic communications.

e. **Peer-On-Peer Abuse**

Peer on peer abuse occurs when a young person is exploited, bullied and/or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. 'Peer-on-peer' abuse can relate to many forms of abuse and it must be recognised that the behaviour in question is harmful to the child perpetrator as well as the victim.

4. ROLES AND RESPONSIBILITIES

a. Designated Staff with Responsibility for Safeguarding.

The Designated Senior Safeguarding Manager with lead responsibility for safeguarding issues is the Director of Learner Development & Inclusion.

This person is a senior member of the College management team. He has a key duty to take lead responsibility for raising awareness across all staff of issues relating to the welfare of children, young people and adults at risk learning within the College.

The Director has received training in safeguarding issues and inter-agency working, and will receive refresher training at least every two years. He also has specific additional training focused on the PREVENT strategy and aspects of FGM, Forced Marriage and so-called Honour Based Abuse.

The Director is supported in his Safeguarding responsibilities by the Student Support Team Leader, and other appropriate staff.

These designated staff members are responsible for:

- Overseeing the referral of cases of suspected abuse or allegations to the relevant investigating agencies;
- Providing advice and support to other staff on issues relating to safeguarding;
- Maintaining a proper record of any child protection referral, complaint or concern (even where that concern does not lead to a referral);
- Ensuring that parents of children and young people within the College are aware of the College's safeguarding policy;
- Liaising with the Local Authorities and other appropriate agencies;
- Liaising with secondary schools which send pupils to the College to ensure that appropriate arrangements are made for these learners;
- Liaising with employers and training organisations that receive children or young people from the College on long term placements to ensure that appropriate safeguards are put in place;
- Ensuring that staff receive basic training in safeguarding issues appropriate to their roles and are aware of the College safeguarding procedures; and
- All learners, including off site learners or learners on excursions or trips.

The designated senior member of staff will provide an annual report to the governing body setting out how the College has discharged its duties. He is responsible for reporting deficiencies in procedure or policy identified to the governing body at the earliest opportunity.

b. Other Designated Staff Members.

Other members of staff with specific responsibility for safeguarding issues are:

- Directors of Curriculum
- Curriculum Area Managers
- Manager Dovedale Nursery
- Director of Information Systems
- Human Resources Manager

These designated staff:

- Report to the senior members of staff with Safeguarding responsibility;
- Know how to make an appropriate referral within the College;
- Are available to provide advice and support to staff on issues relating to safeguarding;
- Are available to listen to children, young people and adults at risk studying in the College;
- Deal with individual cases, including attending College case conferences and review meetings as appropriate; and
- Have been trained in safeguarding issues and receive refresher training at least every two years.

c. Designated Governor.

The designated governor is responsible for liaising with the Principal and Senior Designated staff member with lead responsibility over matters regarding safeguarding including:

- Ensuring the College has procedures and policies in place which are consistent with guidelines;
- Ensuring the governing body considers the College policy on Safeguarding each year; and
- Ensuring that each year the governing body is informed of how the College and its staff have complied with the policy, including but not limited to a report on the training that staff have undertaken.

The designated governor is responsible for overseeing the liaison between agencies, e.g. police and social services, and the Chair of Governors in connection with allegations against the Principal or the Senior Designated staff member with lead responsibility. This will not involve undertaking any form of investigation, but will ensure good communication between the parties and provide information to assist enquiries.

To assist in these duties, the designated governor shall receive appropriate training.

d. Safeguarding Committee.

A Safeguarding Committee is convened at least 3 times a year. The remit of the Safeguarding Committee is to assess how well the College meets Ofsted requirements, good practice guidance, to assess data in relation to cases dealt with and identify any trends and subsequent strategies to address these. The Safeguarding Committee may include representation from the Local Authority Safeguarding Board. A learner representative may be nominated to sit as part of the Safeguarding Committee and to contribute to the policy and approach to safeguarding issues.

e. Support During Critical and Significant Incidents

During critical or significant incidents, those with specific Safeguarding responsibilities will be supported by other staff acting in accordance with the relevant Policy. A key focus for all staff reacting to these types of incidents will be ensuring the safety and wellbeing of all learners.

5. DEALING WITH A DISCLOSURE OF ABUSE AND PROCEDURE FOR REPORTING CONCERNS

Where a young person or adult at risk discloses abuse to a member of staff the member of staff should report the disclosure to one of the designated safeguarding staff within 2 hours (and must do so within 4 hours) of hearing the allegation. Failure to do so may result in disciplinary action. They should also make a record using the report form on the intranet.

The member of staff concerned should follow the guidelines outlined when hearing the allegation.

a. If a Child, Young Person or Adult at Risk Tells You About Possible Abuse:

- Listen carefully and stay calm.
- Do not interview them, but question normally and without pressure, in order to be sure that you understand what the individual is telling you;
- Do not put words into their mouth.
- Reassure, that by telling you, they have done the right thing.
- Inform the learner that you must pass the information on, but only those that need to know about it will be told. Inform them who you will report the matter to.
- Note the main points carefully – notes, as taken, should be submitted and not edited.
- Make a detailed note of the date, time, place and what the learner said & did and your questions.

Where a member of staff suspects that a young person or adult at risk is being abused the member of staff should not investigate concerns or allegations themselves, but should report them immediately to a designated person who will determine the appropriate action.

Information relating to actual, suspected or alleged abuse should be treated with the utmost care. The designated member of staff should ensure that information is shared only with those staff who need to be aware of it. No-

one should be given more information than is necessary to support the young person or adult at risk.

b. Reporting and Dealing with Allegations of Abuse Against a Member of Staff:

In rare instances, staff in educational institutions have been found to be responsible for child abuse. Because of their frequent contact with children and young people, staff may have allegations made against them. The College recognises that an allegation of child abuse made against a member of staff may be for a variety of reasons and that the facts of the allegation may or may not be true.

The College recognises that the Children's Act 1989 states that the welfare of the child is of paramount concern and will deal with any allegations of this nature sensitively and will act in a careful and measured way.

Where an allegation is made about another member of staff the allegation should be reported immediately to the Director of Learner Development & Inclusion or Human Resources Manager unless they or the Principal are the person(s) the allegation has been made against; in which case the Designated Governor should be informed.

In the first instance, the Principal, or where the Principal is the subject of an allegation, the Chair of Governors, in the role of 'case manager' should immediately discuss the allegation with the Designated Senior Safeguarding Manager. The purpose of this initial discussion is for the safeguarding manager and the case manager to consider the nature, content and context of the allegation and agree a course of action. The safeguarding manager may ask the case manager to provide or obtain relevant additional information, such as previous history, whether the young person or their family have made similar allegations previously and the individual's current contact with children. There may be situations when the case manager will want to involve the police immediately, for example if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. Where there is no such evidence, the case manager should discuss the allegations with the safeguarding manager in order to help determine whether police involvement is necessary.

If it is agreed an internal investigation should take place the Director of Learner Development & Inclusion will:

- Inform the child/children or parent/carer making the allegation that the investigation will take place and what the likely process will involve;
- Ensure that the parents/carers of the child making the allegation have been informed that the allegation has been made and what the likely process will involve;
- Make arrangements with Case Manager to inform the staff member against whom the allegation was made of the fact that the investigation is taking place and what the likely process will involve, including considering, with the Human Resources staff, if a period of suspension from work is warranted;
- Where a strategy discussion is needed, or police or children's social care services need to be involved, advise the case manager not to

inform the staff member until those agencies have been consulted, and have agreed what information can be disclosed to the accused.

- Inform the Chair of Governors of the allegation and the investigation; and
- Keep a written record of the action taken in connection with the allegation.

The investigation and any action arising from the investigation will be conducted in accordance with the existing staff disciplinary procedures.

If a member of staff is dismissed or resigns before the disciplinary process is completed, he/she should be informed of the College's statutory duty to report Safeguarding concerns under the Disclosure and Barring Services Barred Lists procedures.

As a result of any investigation of this nature the Director of Learner Development & Inclusion will review the process and identify whether there are any matters arising from it that could lead to the improvement of the College's procedures including training needs of staff, and report any recommendations to the Principal and governor with lead responsibility for safeguarding.

6. MANAGING ALLEGATIONS AGAINST OTHER LEARNERS

DfE guidance *Keeping Children Safe in Education* (2020) states that governing bodies should ensure their policies include procedures to minimise the risk of peer-on-peer abuse. Some allegations may be of such a serious nature that they may raise safeguarding concerns. These allegations are most likely to include physical abuse, emotional abuse, sexual abuse and sexual or criminal exploitation.

Annex A to *'Keeping Children Safe in Education'* contains important information about specific forms of abuse and Safeguarding Issues. It is required reading for all staff, governors and other individuals who support College learners.

It is likely that incidents dealt with under this policy will involve older learners and their behaviour towards younger learners or those who are vulnerable.

The College believes that all young people have a right to attend the institution and learn in a safe environment. Young people should be free from harm by adults in the college and other students. We recognise that some students will sometimes negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the College's behaviour policy.

Advice on managing allegations where there may be Safeguarding concerns can be found at Appendix 1.

7. PEER-ON-PEER ABUSE PREVENTION

If one child or young person causes harm to another, this should not necessarily be dealt with as abuse. When considering whether behaviour is abusive, it is important to consider:

- Whether there is a large difference in power (for example age, size, ability, development) between the young people concerned; or
- whether the perpetrator has repeatedly tried to harm one or more other children; or
- Whether there are concerns about the intention of the alleged perpetrator; or
- Whether the perpetrator understands the effect their actions have on others/victims.

Peer-on-peer abuse can manifest itself in many ways and different gender issues can be prevalent. Severe harm may be caused to young people by abusive and bullying behaviour of their peers. This may be physical, sexual or emotional and can include gender-based violence, sexual assaults, sexting, teenage relationship abuse, peer-on-peer exploitation, serious youth violence, sexual bullying or harmful sexual behaviour. It also includes '**upskirting**'; a criminal offence which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.

Staff should recognise that young people are capable of abusing their peers but that this will not be tolerated or passed off as "banter" or "part of growing up"; especially around homophobic, bi-phobic and trans-phobic abuse. All incidents of peer-on-peer abuse must be treated seriously and reported to the appropriate manager who will investigate the allegations where appropriate.

In order to minimise the risk of peer-on-peer abuse the College aims to:

- provide a developmentally appropriate curriculum (including tutorials) which develops learners understanding of acceptable behaviour and keeping themselves safe;
- have systems in place for any learner to raise concerns with staff, knowing that they will be listened to, believed and valued;
- develop robust risk assessments where appropriate

Sexting (youth produced sexual imagery):

Sexting is when someone shares sexual, naked or semi-naked images or videos of themselves or others, or sends sexually explicit messages. Sexting can be seen as harmless, but creating or sharing explicit images of a child is illegal, even if the person doing it is a child. A young person is breaking the law if they:

- take an explicit photo or video of themselves or a friend;
- share an explicit image or video of a child, even if it's shared between children of the same age;
- possess, download or store an explicit image or video of a child, even if the child gave their permission for it to be created.

If a young person is found creating or sharing images, the police can choose to record that a crime has been committed but that taking formal action isn't in the public interest.

8. STATUTORY DUTIES - PREVENT

Prevent is 1 of the 4 elements of *CONTEST*, the government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

The PREVENT strategy:

- responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views;
- provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support;
- works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation with which we need to deal.

The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism. The Home Office works with local authorities, a wide range of government departments, and community organisations to deliver the *PREVENT* strategy. The police also play a significant role in *PREVENT*, in much the same way as they do when taking a preventative approach to other crimes.

The Home Offices uses a range of measures to challenge extremism in the UK, including:

- where necessary, preventing apologists for terrorism and extremism from travelling to this country
- giving guidance to local authorities and institutions to understand the threat from extremism and the statutory powers available to them to challenge extremist speakers
- funding a specialist police unit which works to remove online content that breaches terrorist legislation
- supporting community-based campaigns and activity which can effectively rebut terrorist and extremist propaganda and offer alternative views to our most vulnerable target audiences - in this context they work with a range of civil society organisations
- supporting people who are at risk of being drawn into terrorist activity through the Channel process, which involves several agencies working together to give individuals access to services such as health and education, specialist mentoring and diversionary activities

Recognising its statutory duties, the College is committed to supporting vulnerable learners through its safeguarding agenda in order to prevent potential radicalisation.

9. SERIOUS VIOLENCE

All staff should be aware of indicators, which may signal that children are at risk from, or are involved with serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been

approached by, or are involved with, individuals associated with criminal networks or gangs.

10. 14-16 YEAR-OLD LEARNERS

The College has put in place specific measures to ensure the safeguarding of 14-16 learners; who may be particularly vulnerable. Every learner in this category is subject to a personal Safeguarding Risk assessment to ensure that their needs are properly catered for. In addition, on every campus, rooms have been identified to provide a 'safe haven' for these learners. These locations are prominently signed.

11. ASSESSMENT OF VULNERABLE LEARNERS

Ofsted guidance for inspecting Safeguarding⁸ sets out that, *"Leaders and staff make clear risk assessments and respond consistently to protect children and learners while enabling them to take age-appropriate and reasonable risks as part of their growth and development."*

The College has specific arrangements in place to assess the risks to, and vulnerabilities of, learners in the following categories:

- 14-16 year olds
- Category 1 students
- Students identified as potentially at academic risk
- Learners with a live Safeguarding Alert
- Learners with Education, Health and Care Plans
- Learners who may be considered as an 'Adult at Risk'.

For all learners who fall into these groups, staff must carry out a Vulnerable Learner Assessment; using the form at Appendix 3, if appropriate.

Online records will be maintained by the Student Support Team to enable this information to be available to relevant members of the academic staff.

12. LOOKED AFTER CHILDREN

A previously looked after young person potentially remains vulnerable and all staff must develop the skills, knowledge and understanding to keep previously looked after children safe. When dealing with looked after children and previously looked after children, it is important that College staff work together with all external agencies and prompt action is taken when necessary to safeguard these young people, who are a particularly vulnerable group.

13. INFORMATION SHARING

The Data Protection Act 2018 and GDPR do not prevent, or limit, the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare and protect the safety of young people. The relevant legislation allows the storage and sharing of information for safeguarding purposes, including information which is sensitive and personal, and should be treated as 'special

⁸ Inspecting Safeguarding in Early Years, Education and Skills Settings; 02 Sept 2019; Paragraph 13, Bullet 13.

category personal data'. The Data Protection Act 2018 contains 'safeguarding of children and individuals at risk' as a processing condition that allows practitioners to share information. This includes allowing practitioners to share information without consent: if it is not possible to gain consent; if it cannot be reasonably expected that a practitioner gains consent; or if to gain consent would place a young person at risk.

14. THE USE OF 'REASONABLE FORCE' IN COLLEGE

There are circumstances when it is appropriate for college staff to use reasonable force to safeguard children and young people. The term 'reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain a young person. This can range from guiding an individual to safety by the arm, to more extreme circumstances such as breaking up a fight or where a young person needs to be restrained to prevent violence or injury. 'Reasonable' in these circumstances means 'using no more force than is needed'. The use of force may involve either passive physical contact, such as standing between learners or blocking a learner's path, or active physical contact such as leading an individual by the arm out of the classroom. Additional information can be found in the relevant College policies or in DfE guidance: *'Use of Reasonable Force in Schools'*⁹.

15. MENTAL HEALTH

Negative experiences and distressing life events, such as the current circumstances, can affect the mental health of pupils and their parents. Staff should be aware of this in setting expectations of learners' work where they are at home.

Changes in mental health can lead to alterations in a young person's behaviour or emotional state, displayed in a range of different ways, all of which can be an indication of an underlying problem. This can include:

- Emotional state (fearful, withdrawn, low self-esteem)
- Behaviour (aggressive or oppositional; habitual body rocking)
- Interpersonal behaviours (indiscriminate contact or affection seeking, overfriendliness or excessive clinginess; demonstrating excessively 'good' behaviour to prevent disapproval; failing to seek or accept appropriate comfort or affection from an appropriate person when significantly distressed; coercive controlling behaviour; or lack of ability to understand and recognise emotions).

Staff who have a concern as to a learner's mental wellbeing should record it within the Safeguarding reporting system in the normal way.

16. ONLINE SAFETY

The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation: technology often provides the platform that facilitates harm. An effective approach to online safety empowers a school or college to protect and educate the whole school or

⁹ <https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools>

college community in their use of technology and establishes mechanisms to identify, intervene in, and escalate any incident where appropriate.

The breadth of issues classified within online safety is considerable, but can be categorised into three areas of risk:

- Content: being exposed to illegal, inappropriate or harmful material; for example, pornography, fake news, racist or radical and extremist views;
- Contact: being subjected to harmful online interaction with other users; for example, commercial advertising as well as adults posing as children or young adults; and
- Conduct: personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images, or online bullying.

The College does all that it reasonably can to limit learners' exposure to risk whilst using its network, systems and the Microsoft applications to which it subscribes. Additional information can be found in the e-Safety Policy.

17. OTHER RELEVANT POLICIES AND PROCEDURES

a. Selection Procedures

The College has established recruitment and selection procedures for staff that support safeguarding and promote the welfare of young people. These procedures ensure that the College has robust background checks to assess the suitability of applicants to work in an environment of young people and adults at risk. The recruitment and selection procedures are reviewed annually and meet the criteria for safe recruitment and address the legislative responsibilities overseen by the Disclosure and Barring service.

b. Associated Policies

The Safeguarding policy is also linked to the following College Group policies and procedures:

| | |
|---------------------------------------|---|
| <i>PREVENT</i> Policy | Equality and Diversity Policy |
| e-Safety Policy | Staff Recruitment and Selection Policy |
| Institutional Use of Social Media | <i>SECURUS</i> Network Monitoring |
| Acceptable Use of IT Resources Policy | Use of Digital Image Policy |
| Data Protection Policy | Alcohol and Substance Misuse Policy |
| Anti-Bullying Policy | Recruitment and Vetting Procedures |
| Staff Grievance Procedures | Complaints Procedure |
| Student Disciplinary Process | Staff Disciplinary Procedure |
| Relationships at Work | Private Vehicles Used to Transport Learners |
| Personal Care Policy | Positive Handling & Physical Restraint |
| WREX Policy | H&S Policy |
| Educational Visits Policy | Critical & Significant Incident Response Policy |
| Fitness to Study Policy | Vulnerable Staff Risk Assessment Procedure |

c. External Reference Documents

- DfE Guidance - Working Together to Safeguard Children, July 2018
- DfE - Keeping Children Safe in Education: Statutory Guidance for Schools & Colleges, September 2020
- Home Office – Multi-Agency Statutory Guidance on FGM, July 2020
- Southend, Essex & Thurrock Safeguarding & Child Protection Procedures, May 2019
- Southend, Essex & Thurrock PREVENT Policy & Guidance, April 2019

18. MANAGEMENT OF VISITORS

Visitors to the College are to be directed to the Reception area at either Moulsham Street, Princes Road or Beacon House. visitors is required to book in using an electronic process at the Reception counter. The visitor will be issued with an identification badge which must be worn at all times whilst on College premises. Visitors must be met at the Reception area by a member of staff and accompanied to the arranged activity by them. On completion of the activity, the visitor should be accompanied back to Reception to facilitate them being booked out and returning their visitor's badge.

Staff are encouraged to make their visitors aware of the necessary emergency procedures on arrival at the College and to ensure they are provided with a Safeguarding leaflet. Reception staff must receive prior notification of visitors in order to provide the appropriate response.

Approval for Visiting Groups and Speakers must be obtained following the guidance contained in Appendix 6.

19. TRAINING FOR VOLUNTEERS

The college recognises that some individuals wish to gain work experience or contribute to the community through unpaid volunteering activities from time to time. Whilst the College generally supports the opportunities that volunteering potentially provides to both parties, it is important that appropriate consideration is given to the suitability of the volunteer in relation to the voluntary work provided, and that all relevant safer recruitment checks are carried out in advance of the commencement of voluntary work. The standard recruitment process will be used to approve a voluntary work opportunity, and ensure the suitability of the volunteer worker.

Whilst volunteers undertaking unpaid work are under no obligation to provide services to the College, they will be asked to sign a Volunteer Agreement prior to commencement, which sets out the expectations that the College has and the basis upon which the voluntary work is provided.

As part of the College's expectations volunteers will be required to undertake induction and familiarisation, mandatory training, including: Safeguarding & PREVENT; Health & Safety; and Equality & Diversity.

20. MONITORING AND REVIEW

The Safeguarding Committee will monitor and evaluate the implementation of the policy. Learner representatives will review the policy and procedure and provide input into the content and format of the finalised document.

Managing Allegations Against Other Learners

1. The Safeguarding Implications of Sexual Activity Between Young People.

The intervention of child protection agencies in situations involving sexual activity between children can require difficult professional judgments. Some situations are statutorily clear – for example, a child under the age of 13 cannot consent to sexual activity. But, it will not necessarily be appropriate to initiate safeguarding procedures where sexual activity involving children and young people below the age of legal consent (16 years) comes to notice. In our society generally the age at which children become sexually active has steadily dropped. It is important to distinguish between consensual sexual activity between children of a similar age (where at least one is below the age of consent), and sexual activity involving a power imbalance, or some form of coercion or exploitation. It may also be difficult to be sure that what has or has been alleged to have taken place definitely does have a sexual component.

As usual, important decisions should be made on a case by case basis, on the basis of an assessment of the young person's best interests. Referral under safeguarding arrangements may be necessary, guided by an assessment of the extent to which a young person is suffering, or is likely to suffer, significant harm. Key specific considerations will include:

- The age, maturity and understanding of the young person;
- Any disability or special needs of the young person;
- Their social and family circumstance;
- Any evidence in the behaviour or presentation of the children that might suggest they have been harmed;
- Any evidence of pressure to engage in sexual activity;
- Any indication of sexual exploitation.

There are also contextual factors. Gender, sexuality, race and levels of sexual knowledge can all be used to exert power. A sexual predator may sometimes be a woman or girl and the victim a boy.

2. Prevention.

As a College we will minimise the risk of allegations against other learners by:

- ❖ Providing a developmentally appropriate tutorial programme which develops learner's understanding of acceptable behaviour and keeping themselves safe; including information related to Relationships and Sex Education
- ❖ Having systems in place for any learner to raise concerns with staff, knowing that they will be listened to, believed and valued
- ❖ Delivering targeted work on assertiveness and keeping safe to those learners identified as being at risk

Developing robust risk assessments & providing targeted work for learners identified as being a potential risk to other learners.

3. Allegations against other learners which are safeguarding issues.

Occasionally, allegations may be made against learners by others in the College, which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation. It is likely that, to be considered a safeguarding allegation against a learner, some of the following features will be present.

If the allegation:

- Is made against an older learner and refers to their behaviour towards a younger learner or a more vulnerable learner
- Is of a serious nature; possibly including a criminal offence
- Raises risk factors for other learners in the College
- Indicates that other learners may have been affected by this student
- Indicates that young people outside the College may be affected by this student

4. Examples of safeguarding issues against a student could include:

Physical Abuse

- Violence, particularly pre-planned, such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.
- Forcing others to use drugs or alcohol

Emotional Abuse

- Blackmail or extortion
- Threats and intimidation

Sexual Violence & Sexual Harassment

- Indecent exposure, indecent touching or serious sexual assaults
- Forcing others to watch pornography or take part in sexting

Sexual Exploitation

- Encouraging other children to engage in inappropriate sexual behaviour
(For example - having an older boyfriend/girlfriend, associating with unknown adults or other sexually exploited children, staying out overnight)
- Photographing or videoing other children performing indecent acts

Sexual Harassment

- Sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse
- Upskirting, which typically involves taking a picture under a person's clothing without them knowing

Sexting

- Also known as youth produced sexual imagery
- Sexting is defined as the production and/or sharing of sexual photos and videos of and by young people who are under the age of 18
- It includes nude or nearly nude images and/or sexual acts.

Initiation Rituals

- This includes all initiation or hazing type violence and activities
- Refers to the practice of rituals, challenges, and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group.

5. Procedures:

- When an allegation is made by a learner against another student, members of staff should consider whether the complaint raises a safeguarding concern. If there is a safeguarding concern the Senior Safeguarding Manager should be informed.
- A factual record should be made of the allegation, but no attempt at this stage should be made to investigate the circumstances.
- If the allegation indicates that a potential criminal offence has taken place, Senior Safeguarding Manager will refer the case to outside agencies; including the police where appropriate.
- Parents or guardians, of both the student being complained about and the alleged victim, should be informed and kept updated on the progress of the referral.
- The Senior Safeguarding Manager will make a record of the concern, the discussion and any outcome.
- It may be appropriate to exclude the learner being complained about for a period of time in line with College's policy.
- Where neither social services nor the police accept the complaint, a thorough College investigation should take place into the matter using the College's usual disciplinary procedures.
- In situations where the College considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative, supervision plan.
- The plan should be monitored and a date set for a follow-up evaluation with everyone concerned.

Guidelines for Staff and Volunteers

Guidance for staff, volunteers and partners dealing with Disclosures of Abuse and Procedures for Reporting Concerns

If a learner tells you that he/she has been physically, sexually, emotionally or psychologically abused in any way you should:

1. Listen to their story without any prompting or leading questions.
2. Reassure the learner that what they are telling you is being taken very seriously.

Do not promise the learner that what they are telling you will be kept totally confidential. Explain that in order for you to help them you will need to discuss what you have been told with a designated 'Safeguarding' member of staff.

Q What are some of the symptoms of child abuse?

It must be stressed that every young person or adult at risk is different and symptoms will vary from individual to individual.

A If abuse starts happening to a young person or adult at risk their behaviour is likely to change, a calm person may become loud and disruptive; a lively person may become quiet and withdrawn.
The young person or adult at risk may:

- Present with bruises and injuries that they have difficulty explaining or that are in places where it is difficult to hurt yourself accidentally, i.e. neck, cheeks, eyes, shoulders and the top of the arms
- Be scared, tearful and may present unusual, difficult or strange behaviour
- Self-harm or place themselves in risky situations, even attempt suicide

Q What if a young person or adult at risk tells you that they are being abused?

A Take them seriously; it will have taken a lot of courage to tell someone. Reassure them that they have done the right thing in telling someone. Do not promise to keep what they tell you a secret, if the young person or adult at risk ask you to, tell them that you may have to tell someone else to get further help and to keep them safe. Thank them for telling you and follow the procedures.

Q What if you suspect a young person or adult at risk is being abused?

A It is not your job to establish whether or not the young person or adult at risk is telling the truth. It is your job to pass on your concerns:

- Listen carefully and stay calm;
- Do not interview the young person, but question normally and without pressure, in order to be sure you understand what you are being told;
- Write down what is being said using the young person's words;

- Do not put words into the young person's mouth;
- Reassure them that by telling you, they have done the right thing;
- Stress that information given will be treated confidentially and inform the young person that you must pass the information on but that only those who need to know about it will be told. Inform them of to whom you will report the matter.
- Ensure that the parents or carers are kept informed – notwithstanding the above

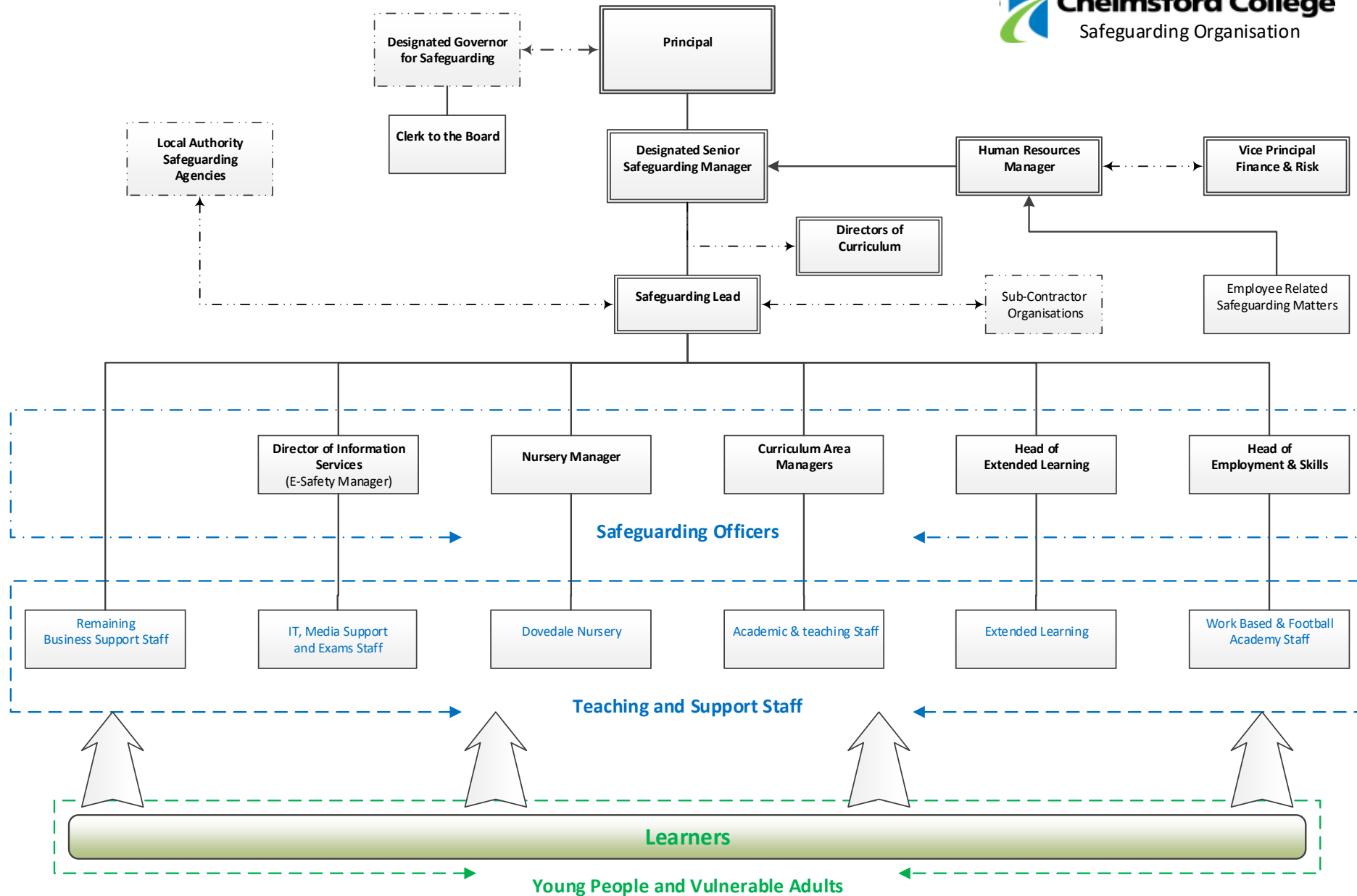
You should not investigate concerns or allegations yourself but should report them immediately to one of the College Safeguarding members of staff.

All information disclosed to you should be treated as confidential and must not be passed on to personal tutors or other College employees, except within the College Safeguarding structure.

Where concerns and or allegations involve a member of staff you should report them immediately to the senior member of staff with lead responsibility for Safeguarding, the Director of Learner Development & Inclusion, or the Human Resources Manager. These senior managers will ensure that the Principal is notified.

If for any reason you feel unable to raise an issue with College managers or where you perceive that your genuine concerns are not being addressed, you should follow the College Group Whistleblowing procedures. As a last resort, where internal channels might be inappropriate the government backed NSPCC Whistleblowing Helpline is available from 08:00 to 20:00, Monday to Friday, on 0800 028 0285. Out of hours you can use their email address: help@nspcc.org.uk. You can also write to:

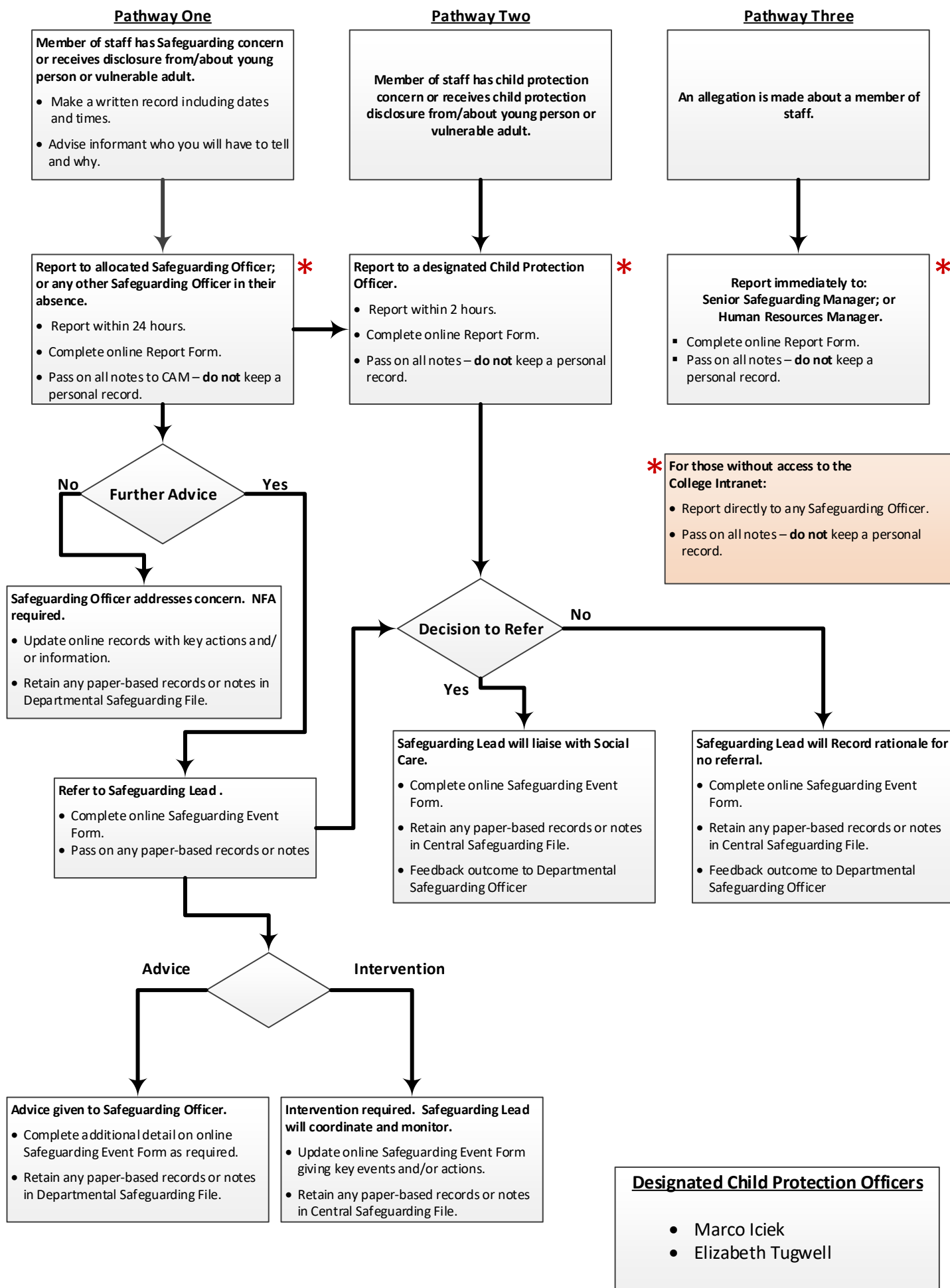
NSPCC
Weston House
42 Curtain Road
London
EC2A 3NH



Individuals With Safeguarding Responsibilities

| Post Title | Post Holder | Phone Extension |
|---|-------------------|-----------------|
| Principal | Andy Sparks | 3001 |
| Designated Governor | Susan Hughes | |
| Clerk to the Board | Robert Millea | 3002 |
| | | |
| Designated Senior Safeguarding Manager | Marco Iciek | 3039 |
| Deputy Senior Safeguarding Managers: MS PR | Alison Davies | 3435 |
| | Simon Drane | 3168 |
| Safeguarding Lead | Elizabeth Tugwell | 3089 |
| | | |
| Human Resources Manager | Beverley Mahoney | 3016 |
| | | |
| <i>Curriculum Area Managers:</i> | | |
| Art, Design & Media | | 3323 |
| Business, Law and Travel & Tourism | | 3603 |
| Construction | | 3163 |
| Engineering & Electrical | | 3055 |
| English & Maths | | 3033 |
| Extended Learning | | 3011 |
| Hair, Beauty, Hospitality & Catering | | 3154 |
| Health & Care, Childcare & Access | | 3610 |
| ICT & Science | | 3035 |
| Sport & Public Services | | 3037 |
| | | |
| Work Based Learners | Sally Gatrell | 3128 |
| | | |
| Football Academy Learners | Dave Cornwell | 3119 |
| | | |
| Dovedale Nursery Manager | Sarah Boulwood | 3045 |
| | | |
| Director of Information Systems | Mark Emerson | 3036 |
| | | |

Reporting Structure for Safeguarding and Child Protection Concerns



College Safeguarding Report Form

SUBJECT OF REFERRAL

Student Reference or Staff Number

Last Name:

First Name:

For Students Only:

Birth Date:

CAM:

Tutor Group:

Tutor:

Does the individual know this referral is being made? Yes No

Have you spoken to the individual about these concerns? Yes No

Have you had any previous concerns about this individual? Yes No

SAFEGUARDING CONCERN

Name of Referrer:

Date of Report:

Description of concern or issue:

Any other information which might be relevant:

Nursery Safeguarding Report Form

SUBJECT OF REFERRAL

Child Details:

Child Surname:

Child Forename:

Child DoB (if known):

Parent/Guardian Details (if known):

Surname:

Forename:

Does the individual/Parent know this referral is being made? Yes No

Have you spoken to the individual/Parent about these concerns? Yes No

Have you had any previous concerns about this individual? Yes No

SAFEGUARDING CONCERN

Name of Referrer:

Date of Report:

Description of concern or issue:

Any other information which might be relevant:

Vulnerable Learner Assessment Form

SUBJECT OF ASSESSMENT

| | | | |
|---------------------------|----------------------|--------------------|----------------------|
| <i>Student Reference:</i> | <input type="text"/> | <i>Birth Date:</i> | <input type="text"/> |
| <i>Last Name:</i> | <input type="text"/> | <i>First Name:</i> | <input type="text"/> |
| | | <i>CAM:</i> | <input type="text"/> |
| <i>Tutor Group:</i> | <input type="text"/> | <i>Tutor:</i> | <input type="text"/> |

| | | | |
|-------------------------------|----------------------------|--|--|
| <i>14-16 Year Old Learner</i> | <input type="checkbox"/> → | <i>Name of Other Educational Establishment</i> | <input type="text"/> |
| <i>Cat 1 Learner</i> | <input type="checkbox"/> → | <i>Other Support Contacts</i> | <input type="text"/> |
| <i>STAR</i> | <input type="checkbox"/> → | <i>Academic</i> <input type="checkbox"/> | <i>Pastoral</i> <input type="checkbox"/> |
| <i>Safeguarding Alert</i> | <input type="checkbox"/> → | <i>Category</i> | <input type="text"/> |
| <i>Adult at Risk</i> | <input type="checkbox"/> → | <i>Issue and/or Likely Time Period</i> | <input type="text"/> |

Background to, or Rationale for, Vulnerability:

Assessed Risks:

| Risk Identified | Where | Level |
|-----------------|-------|-------|
| | | |
| | | |
| | | |
| | | |
| | | |

Risk Mitigation:

| Actions | Support Required | Responsibility |
|---------|------------------|----------------|
| | | |
| | | |
| | | |
| | | |
| | | |

Any other relevant information:

Student Support or other College Contact:

First Name:
 Last Name:
 Phone:
 Appointment:
 Email:

Relevant External Contact:

First Name:
 Last Name:
 Phone:
 Appointment:
 Email:

Code of Conduct for Staff and Volunteers working with Young Learners and Adults at Risk

Introduction

This code has been drawn up to assist in maintaining entirely proper and professional relationships with young learners and adults at risk.

It is stressed that this code is not a legal document but is intended to provide guidance to employees in carrying out their responsibilities. However, a breach of the code by a member of staff may result in disciplinary action, which in some cases could lead to dismissal.

Individuals should be prudent about their own conduct and vigilant about the conduct of others, so that their relationships with young learners and adults at risk remain and are seen to remain entirely proper and professional. It is recognised that when working with children or adults, individuals are vulnerable to the possible consequences of their close professional relationships with young learners and to the potential for malicious and misplaced allegations being made by young learners or adults at risk, either deliberately or innocently, arising from the normal proper associations that staff may have with them.

Code for all Relevant Staff and Volunteers

Physical Contact

- As a general principle, individuals should not have unnecessary physical contact with their young learners or adults at risk. There may be very limited occasions when a learner needs comfort or reassurance, which may include physical comforting. Any such comforting gestures must always be acceptable to the young person concerned i.e. there should be no unwanted physical contact, however well intentioned. However, be aware that any physical contact may be misconstrued by a learner, parent/carer or observer. Such contact can include well-intentioned informal and formal gestures such as putting a hand on the shoulder or arm, which, if repeated with an individual young learner, could lead to serious questions being raised.
- Some individuals are likely to come into physical contact with young learners and adults at risk from time to time in the course of their training activities, for example when showing a young learner or adult at risk how to use a piece of apparatus or equipment. You should give a clear explanation of the intended activity and ask the young person or adult at risk if it is alright to proceed. Individuals should be aware of the limits within which such contact should properly take place and should consider the possibility of such contact being misinterpreted by the young learner or adult at risk.
- Any form of physical punishment of young learners or adults at risk is unlawful, as is any form of physical response to misbehaviour unless it is by way of restraint. It is particularly important that employees understand this both to protect their own position and that of the organisation and the educational establishment.
- There may be occasions where it is necessary to physically restrain a young learner or adult at risk to prevent him/her from inflicting injury to himself/herself or others. In such cases only the minimum force necessary

must be used and any action taken must be to restrain a young learner or adult at risk. Where an individual has taken action to restrain a young learner or adult at risk he/she should report the matter to their manager and should complete an incident report form.

The Practice of Physical Restraint

- Restraint can be defined as the reasonable application of the minimum necessary force to overpower a young person or adult at risk with the intention of preventing them from harming themselves or others, or from causing serious damage to property.
- Restraint should only be used exceptionally, when unavoidable and in keeping with the incident leading to it. **It should be primarily for the benefit of the young person/s and, though immediate, should, as far as possible, be a considered response.**
- Restraint should not be used as a form of punishment or, in normal circumstances, to enforce compliance with instructions. It should not be attempted where the member of staff is put at undue risk.
- Incidents of restraint should, in appropriate circumstances, be subject to debriefing for staff and volunteers involved and lead to a review of strategies for managing the behaviour of young learners and adults at risk between relevant parties, e.g. manager, teacher, parent/carer, trainer etc. All incidents should be recorded, in writing, with witness statements etc. Please refer to the Student Disciplinary Policy.
- Where staff or volunteers are the subject of physical attack by young learners or adults at risk or their parents/carers, they should refer to the guidance provided by the College and report the incident immediately to their manager or the duty officer.

Sexual Contact (in relation to young people under 18 and adults at risk)

- There is NO acceptable behaviour that involves either explicit sexual acts or innuendos. Any such behaviour will always be treated as extremely serious and must be reported immediately.

Meetings with Young Learners

- Staff and volunteers should be aware of the potential risks which may arise from interviewing individual young learners and adults at risk in private. It is recognised that there will be occasions when confidential interviews must take place but, where possible, such interviews should be conducted in a room with visual access or with the door open, or in a room or area which is likely to be frequented by other people. Meetings with young learners and adults at risk away from educational or business premises normally utilised e.g. home or off-site visits should not take place unless specific approval has been obtained from those responsible for the learner (e.g. Line Manager).
- Where such conditions cannot apply, staff and volunteers are advised to ensure that another adult knows that the interview is taking place.
- If it is necessary to detain a young learner or adult at risk for any length of time after the end of normal hours, prior warning must be given to the young learner's or adult at risk's parents and/or carers.

Caring/First Aid

- If a young person or adult at risk complains of injury or sickness, he/she should be referred to a person qualified in first aid or advised to see his/her own doctor. The young learner's or adult at risk's parents and/or carers should also be informed, if appropriate.

- Where there is a potential threat to life, or the possibility of a significant deterioration in a learner's condition over time, professional medical support must be sought by dialling 999 or 111, as appropriate.
- Staff or volunteers that have to administer first aid (normally a trained First Aider) should ensure, wherever possible, that another adult is present, if they are in any doubt as to whether necessary physical contact could be misconstrued.
- Another adult should accompany staff or volunteers who have to help young learners and adults at risk with personal care and young learners and adults at risk should, wherever possible, be encouraged to deal with such matter themselves.
- Where it is necessary to assist with/supervise dressing or undressing, staff must be of the appropriate gender and be careful to protect the dignity of the young person or adult at risk.
- Male staff or volunteers should not, as a general rule, enter female toilets nor should female staff enter male toilets, except in extreme situations such as fire, or where there may be a threat to life or limb.
- All first aiders must have a DBS check – their qualifications are to be updated on a regular basis.
- Also refer to the procedure for administering medication to learners.

Provision of Advice and Guidance

- Staff or volunteers may be approached by young learners or adults at risk for advice. Young learners or adults at risk may also appear distressed and staff may feel the need to ask if all is well. In such cases staff must judge whether it is appropriate for them to offer counselling and advice or whether to refer the young learner to a member of staff or another gender or to one with acknowledged expertise, experience or responsibility for that young learner or adults at risk e.g. a College counsellor. Staff and volunteers must, in these circumstances, use their discretion to ensure that any probing for details cannot be construed as unjustified intrusion.
- Staff and volunteers are advised **never to stop a free-flowing account/disclosure** of abuse but to make sure that at an appropriate point they inform the young person or adult at risk that they cannot keep such information confidential and need to tell someone else to get help. Example "Thank you for telling me, I now need to tell (where possible give the name and position of who will be told) so that we can get some help for you".
- A young learner or adult at risk may ask a member of staff or volunteer to "keep a secret", or to promise not to tell other people what they are about to tell them, where this happens the member of staff must explain that they are not able to promise confidentiality as they need to tell someone else if they are to help the young person.
- Where a young person or adult at risk is told by a member of staff or volunteer that they cannot promise confidentiality the young person may decide not to continue telling. If a young person starts to say something and then stops, the member of staff needs to try to leave it open for the young person to come back to the discussion; the member of staff must act, following the Safeguarding Procedures and inform one of the Safeguarding Officers.

Social Contact

- Social contact with young learners and adults at risk, other than that which is College based or formally organised by the College, should be positively resisted.
- It is recognised that there may be occasions when accidental or reasonable

social contact may be unavoidable e.g. meeting young learners and adults at risk at social venues open to the general public or in shops or at private parties. In such circumstances staff should be mindful at all times of their professional relationship with young learners and adults at risk.

- Increasingly staff or volunteers may contact young learners and adults at risk via use of technology e.g. the Internet, social sites and mobile phones. When using these forms of communication, staff should be careful in their use of language/terminology or images that may be misconstrued or perceived to be inappropriate.
- Staff may use social media to communicate with learners via a College Group social media account for teaching and learning purposes but must consider whether this is appropriate and carry out a risk assessment. It is inappropriate for any personal information or details of learners to be added to any communications of this nature.
- All digital communications with learners must be carried out in line with the college Acceptable Use policies and be professional in tone and content at all times. Online communication with learners may carry risk and therefore, should only be conducted through the college hosted networks. The use of social networking sites and other sites not hosted by the college may be used only where a risk assessment has been completed by the member of staff and prior permission has been obtained from an appropriate manager.
- Staff must not accept social media 'friend' requests from learners without line manager approval except where the member of staff has a connection with the learner beyond the context of the institution.

General Relationships with Young Learners and Adults at Risk

- Staff or volunteers should ensure that their relationships with young learners and adults at risk are appropriate to the age and gender of the young learner or adult at risk, taking care that their conduct does not give rise to comment or speculation. Attitudes, demeanour and language all require care and thought, particularly when dealing with adolescents.
- Comments by staff or volunteers to young learners or adults at risk, either individually or collectively, can be misconstrued. As a general principle, staff must not make unnecessary comments to and/or about young learners and adults at risk which could be construed to have a sexual connotation. It is also unacceptable for staff to introduce or to encourage debate amongst young learners and adults at risk in a class, training situation or elsewhere, which could be construed as having a sexual connotation that is unnecessary given the context of the training session or the circumstances. However, it is recognised that a topic raised by a young learner or adult at risk is best addressed rather than ignored.
- Staff and volunteers should be careful in their use of language and/or terminology that may be misconstrued.
- The systematic use of insensitive, disparaging or sarcastic comments is unacceptable.
- If staff or volunteers, at any time, feel that their relationship with a young learner or adult at risk is developing into one that would be inappropriate between a member of staff/volunteer and a young learner or adult at risk, it is their responsibility to discuss the situation with their line manager.

Transporting Learners

Only authorised members of staff, who have been properly certificated under the requirements of the Driving at Work Policy, may use the College minibus to transport learners.

- Learners must not be transported as passengers in a member of staff's private vehicle at any time; except with the explicit sanction of SMT and due regard to the provisions within the Private Vehicles Used for the Transportation of Learners Policy.

Reporting of Incidents

- Following any incident where a member of staff or volunteer feels that his/her actions have been, or may be, misconstrued, the member of staff should report the matter to their manager.
- Such reporting is especially important in any case where a member of staff or volunteer has been obliged to restrain a young person or adult at risk physically to prevent him/her from inflicting injury to others or themselves, or where he/she has been personally attacked by another young learner, parent or carer.

Further information on Child Sexual Exploitation and Female Genital Mutilation

Child Sexual Exploitation (CSE): involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Female Genital Mutilation (FGM): comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.

Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM.

Indicators

There is a range of potential indicators that a girl may be at risk of FGM. Warning signs that FGM may be about to take place, or may have already taken place, can be found on page 40 of the Multi-Agency Statutory Guidance¹⁰, and Annex D, Section 2.11 of that guidance (pp59-61) focuses on the role of schools and colleges.

Section 5C of the Female Genital Mutilation Act 2003 (as inserted by section 75 of the Serious Crime Act 2015) gives the Government powers to issue statutory guidance on 15

Actions

If staff have a concern they should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care. When mandatory reporting commences in October 2015 these procedures will remain when dealing with concerns regarding the potential for FGM to take place. Where a teacher discovers that an act of FGM appears to have been carried out on a girl who is aged under 18, there will be a statutory duty upon that individual to report it to the police.

¹⁰ Female genital mutilation: Multi-agency Statutory Guidance, April 2016

Mandatory Reporting Duty

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) will place a statutory duty upon **teachers¹¹, along with social workers and healthcare professionals, to report to the police** where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies.

The Mandatory reporting duty will commence in October 2015. Once introduced, teachers must report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the school’s designated safeguarding lead and involve children’s social care as appropriate.

¹¹ In relation to England, a person within section 141A(1) of the Education Act 2002 (persons employed or engaged to carry out teaching work at schools and other institutions in England)

Arrangements for Visiting Groups & Speakers

Legislative Framework

Section 21 of the Counter-Terrorism and Security Act 2015 (the Act) places a duty on certain bodies, listed in Schedule 3 to the Act, to have “due regard to the need to prevent people from being drawn into terrorism”. The Act states that the authorities (including Further Education institutions) subject to the provisions must have regard to this guidance when carrying out the duty.

Risk Assessments

The College takes seriously its responsibility to exclude those promoting extremist views that support or are conducive to terrorism. Outside speakers who are deemed to have extremist views are not to be invited into the College.

The College has a robust system for assessing and rating risks associated with any planned events and visiting speakers, providing evidence to suggest whether an event should proceed, be cancelled or whether mitigating action is required (for example a member of staff alerting the further education Prevent co-ordinators to concerns in relation to a guest speaker). At the outset, organisers must satisfy themselves that the proposed title or theme of the event does not present a potential risk that views/opinions expressed by speakers may be in breach of the law.

All instances where Groups or individuals have been invited to a College campus to interact with learners must be entered on EVOLVE; selecting ‘*Visiting Speaker*’ as either the primary or secondary purpose. Event organisers will be required to provide answers to the following questions:

- Do any of the subjects likely to be covered by the visiting speaker or group have the potential to affect any particular group of learners either positively or negatively?
- Is the invited speaker or group known to hold any extremist views, whether violent or non-violent?
- Briefly outline the arrangements you have put in place to supervise the visiting speaker or group during their time on College premises

A generic risk assessment is available which highlights the Safeguarding factors which must be taken into account during visits by groups or speakers. CAMs are responsible both for approving such visits and ensuring appropriate mitigation is in place to counter any associated risks.

Supervision

All visiting speakers are to be supervised by a member of the College's staff, who are expected to interject or stop an event if they feel that the speaker is promoting extremist views or inequality in any form. Staff are required to book events using the EVOLVE system, with sufficient notice to allow the Senior Management Team to undertake checks and for cancellation to take place if necessary.

External Speaker Code of Conduct

It is the responsibility of the event organiser to ensure that:

- this Code of Conduct is communicated to all external speakers (once approved and confirmed via EVOLVE)
- that all reasonable steps are taken to ensure that the requirements within it are upheld during the running of the event or activity.

Freedom of speech is a fundamental right. However, whilst the law promotes and protects freedom of speech, it also places limits on those freedoms in order to maintain public order and safety and to ensure that there is no breach of the law. The College recognises that in this context a conflict exists between the laws which promote freedom of speech and those which restrict it and consequently acknowledges that it has a legal responsibility to create a balance between minimising the possibility that extremism or unlawful conduct will arise on campus and ensuring that it meets its legal obligations in relation to securing freedom of speech.

The College expects external speakers to act in accordance with the law and not to breach the lawful rights of others. Segregation by sex is not permitted in any events, lectures or meetings provided for students, or at events attended by members of the public or employees of the College. Segregation is therefore not permissible for any event involving external speakers or groups and covered by this Code of Conduct. The only exception to this is events that are for the purpose of collective religious worship.

Set out below are some examples of the College's expectations however, this is not intended to be an exhaustive list of unacceptable conduct by external speakers. The College reserves the right to not permit an external speaker to speak at or attend an event, to refuse to permit an event and/or to halt an event at any time if it reasonably considers there may be a breach of any legal obligation.

During the course of the event at which he or she participates, **no speaker shall:**

- Act in breach of the criminal law.
- Incite hatred or violence or any breach of the criminal law.
- Encourage or promote any acts of terrorism or promote individuals, groups or organisations that support terrorism.
- Spread hatred and intolerance.
- Discriminate against or harass any person or group on the grounds of their sex, race, nationality, ethnicity, disability, religious or other similar belief, sexual orientation or age.

- Defame any person or organisation.
- Raise or gather funds for any external organisation or cause without express permission of the Senior Management Team.

During the course of the event at which he or she participates, **all speakers are to:**

- Comply with the College's External Speaker Code of Conduct
- Present ideas and opinions, in particular those that may be contentious or potentially offensive, in the spirit of academic debate, being open to challenge and question.
- Follow the University's policy on and instructions relating to health and safety.

Equality Impact Assessment (EIA) Initial Screening Form

Name of the Policy, Procedure, Practice or Proposal being screened:

College Group Safeguarding Policy

Provide a brief description of its purpose:

This policy provides a statement of the mechanisms by which the College will meet its statutory and moral duty to ensure that it promotes the welfare of young people and adults at risk receiving education and training in the College; or under the auspices of the College.

Are there controls in place to monitor the uniform application of this practice? (if no please explain below)

Yes

~~No~~

Safeguarding practices should be applied universally to all those who interact with the College. All employees undergo Safeguarding training which is refreshed at least once every 3 years to ensure that they understand their responsibilities. Any Safeguarding concerns are raised with the appropriate manager or the Safeguarding Committee if appropriate. Oversight is provided by the nominated Governor.

Does the policy or process have the potential to affect a particular group disproportionately in either a positive or negative way? Please provide comments with supporting evidence:

As the procedure applies equally to all groups, it has not been identified that it has the potential to affect any particular group disproportionately to any another.

If you have identified a medium or high equality impact please complete the following, otherwise leave blank. Add additional comment below the questions as necessary.

Are there any other policies or practices that need to be assessed alongside this screening?

Yes

No

Should the policy or practice proceed to a full Equality Impact Assessment?

Yes

No

If the answer to the above question is no, please give the reasons for this decision:

If a full impact assessment is required, please give the date by which it will be completed

(Note – If you have assessed a negative impact as high, you must seek advice and conduct a full EIA on a high priority basis)

Declaration:

We are satisfied that an initial screening has been carried out and a full Equality Impact Assessment [~~is~~ / is not] required at this time.

(If a full EIA is required, a template form is available within the EIA Guidance Notes which must be read before completing a full EIA).

Manager:

Signature:

M Iciek

Date:

07 Sep 2020

Countersigned

Signature:

A Sparks

Date:

07 Sep 2020