

# Hadlow College

## Safeguarding Strategy

### 2018/19

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## **Safeguarding Strategy**

### **Context and Overview**

Hadlow College is committed to ensuring the safety and well being of all its students and staff. The fundamental principles of this strategy are based on legislation and associated published documents which include reference to:

- Keeping Children Safe in Education, DFE September 2018
- Working Together to Safeguarding Children, HM Government, 2018
- What to do if you are worried a child is being abused – Advice for practitioners
- Advice on whistleblowing
- Working Together Transitional Statutory Guidance
- NCPCC Website
- Missing Children and Adults Strategy
- Ofsted guidance: Inspecting safeguarding in Early years, education and skills settings 2018
- Data Protection Act 2018 and General Data Protection Regulations (GDPR)
- Sexual Violence and Sexual Harassment between children in schools and Colleges, DFE May 2018
- Advice for Schools and Colleges on Responding to Sexting Incidents (UK Council for Child Internet Safety)
- Searching, Screening and Confiscation Advice
- The Role and Responsibilities of the Designated Teacher
- Use of Reasonable Force in Schools
- Framework for the Assessment of Children in Need and their Families 2000
- Kent and Medway Safeguarding Children Procedures (On-line)
- Multi-Agency Safeguarding Adults Policy, Protocols and Practitioners Guidance for Kent and Medway
- The Children's Acts 1989 and 2004
- Teachers' standards 2012
- The Education Act 2002
- The Disclosure and Barring Service
- Contest and the Prevent Duty

This is not an exhaustive list and reference should be made to the appropriate guidance documents outlined throughout Keeping Children Safe in Education and Working Together to Safeguard Children.

The legislation is specifically associated with children, young people and vulnerable adults. The College is committed to protecting all learners and staff and therefore has a whole organisational approach to Safeguarding.

The College works in accordance with the regulations and specifications laid down by the Kent Safeguarding Children's Board (KSCB) and the Disclosure and Barring Service (DBS). Training and development is effectively built into the College recruitment and induction procedures, the staff development programme and is embedded into all College activities.

The College will continue to work with the three safeguarding partners: the local authority, the police and the health service until such time that the new multi-agency arrangements are in place. These arrangements are due to be in place from September 2019.

### **Local partners include**

- KCC Prevent Duty Delivery Board
- KCC Local Strategic Partnership
- Virtual Schools Kent
- Kent Further Education: Prison and Safeguarding meetings
- Police

Safeguarding is deemed to be the responsibility of all members of staff and Governors and appropriate training and development is mandatory in accordance with the requirements of the Staff Development programme and induction.

### **Definitions of Terms**

The College uses the following definitions throughout this strategy and in all associated policies and procedures:

**Child Protection** – recognition of abuse and neglect and acting upon it.

**Safeguarding** – refers to the broader preventative and precautionary approaches to planning and procedures necessary to protect children, young people and vulnerable adults from any potential harm.

**Child** – is an individual up to their 18<sup>th</sup> birthday.

**Young Person** - there is no legal definition of a young person but for Hadlow College purposes we deem this to be any individual up to their 25<sup>th</sup> birthday.

**Vulnerable Adult** – a person who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or who may be unable to protect him or herself against harm or exploitation (*Department of Health, 2000*).

## **Safeguarding and Child Protection**

The College has incorporated Child Protection into the whole organisational approach to Safeguarding and the term Safeguarding is deemed to include Child Protection in all College policies and procedures. The College maintains separate training for Safeguarding and the Prevent Duty in order to ensure that staff are fully trained and aware of the requirements to respond to abuse and neglect as well as to ensure that all College activities protect students and staff from harm.

## **Prevent Duty**

The College actively promotes and raises awareness amongst the stakeholders including parents, employers, student, staff and the Governing Body, the Prevent Duty and how to keep safe from radicalisation. A Risk Register and Action Plan will be monitored through Risk Management, Safeguarding Committee, Critical Incident Committee and Audit Committee. The College has adopted the run Hide tell campaign to raise awareness of attacks and how to keep yourself safe if you are caught up in such attack anywhere.

## **British values**

The college fully supports and promotes the ethos of British values: Democracy, rule of law, liberty, respect, tolerance and understanding of different faiths and beliefs, through a range of activities. Students and staff are made aware of the link between the Prevent Duty and British values. The College culture embeds British values and reflects the country we live in.

## **Equality, Diversity and Inclusion**

The College actively promotes Safeguarding and Equality, Diversity and Inclusion which are intrinsically linked by separate Equality and Safeguarding Legislation and subsequent College Policies, creating an environment that eliminates discrimination, bullying and harassment and reinforces the Safeguarding Agenda. Together they work to provide a safe environment in which to study and live. Training on Equality, Diversity and Inclusion and Safeguarding are mandatory and attendance is monitored through the College Probationary and Performance Talent Review Processes ensuring all staff are fully aware of the importance of Safeguarding and how to keep students safe from harm.

## **Behaviour Management**

Assertive discipline: positive behaviour management underpins Safeguarding and Equality Diversity and Inclusion. The College takes a pro-active approach to staff development and student training to ensure behaviours are appropriate and choices keep everyone safe.

## **Health & Safety**

The College has incorporated the Health & Safety Policy and Procedure into Safeguarding in order to ensure a proactive approach to risk assessment and all related Health & Safety activity. This ensures all students, staff and stakeholders are kept safe in addition to regular promotion and training in Health & Safety.

## **Associated Policies**

The following policies specifically underpin the College Safeguarding Strategy although all College activities and policies incorporate safeguarding:

Policies that relate to both staff and students:

- Equality, Diversity and Inclusion Policy
- Health and Safety Policy
- First Aid and Accident Policy
- The policy to support the Prevention of Extremism and Radicalisation (Prevent policy)
- Confidentiality Policy
- Visitor Procedures Policy
- Group IT Acceptable Use Policy

Policies that relate to students:

- Safeguarding Policy
- Online-Safety Policy
- Behaviour Management policy
- Alcohol, Substance Misuse and Obscene Materials Policy
- Missing Persons Monitoring Policy and Procedures
- Child and Vulnerable Adult Protection Policy and Procedures
- Student Disciplinary Policy and Procedures
- Fitness to Study Policy and Procedures
- Mental health policy and procedure
- Restraint Policy which covers physical intervention
- Student Bullying and Harassment Policy and Procedure. Includes Peer on Peer Abuse

- Children in Care and Young Care Leaver Policy and Guidance
- External Speakers Policy
- Student Criminal Conviction Disclosure and Guidance
- Administration of medicines and other Medical support for Students Policy

Policies that relate to staff:

- Staff Code of Conduct
- Safer Recruitment and Selection Policy
- Whistle blowing
- Lone Working Policy
- Procedures for managing allegations against staff
- Guidelines for staff and their families living in College accommodation

### **Contextualised Safeguarding**

Managers, Tutors, Student Support Officers and Designated Safeguarding Leads must consider external factors when reviewing and dealing with safeguarding incidents and student behaviours. A knowledge of individual situations such as home life, social contacts and living environments can place the behaviour or incident into context, informing next steps to protect and prevent situations developing further.

Being proactive in understanding the wider context in which the student lives can help put safeguarding measures in place prior to incidents occurring, thus reducing threats and harm to the individual.

Contextual background will also help inform the referral process when working with external organisations. This could include child protection, abuse, preventing radicalisation, peer on peer abuse including sexual violence, sexual harassment and sexting, any number of safeguarding categories such as on line abuse and bullying, drugs, gangs, child sexual exploitation, FGM etc.

## Local Threats

Knowledge of local threats are gained through partnership work and cascaded to the staff and students.

### Police Intelligence regarding local threats

**Hadlow/Canterbury/Mottingham/Greenwich:** Low risk areas. Main threat is drugs. Drug of choice in young people is cannabis. Some gang activity but no serious threat.

### Counter Terrorism and Prevent Duty

The country remains on high alert of imminent terror attack. The South East remains a relatively low risk area. The main threat coming from animal activist groups and right wing groups such as Britain First. The threat will continue to focus on those perceived to be non-British and immigrants and will be expected to increase leading up to and beyond Brexit.

### Responsibilities associated with Safeguarding

Safeguarding is the responsibility of everyone. Staff must read the current version of Keeping Children Safe in Education, Part One and Annex A as a minimum. The following positions have additional safeguarding responsibility.

- Governor Safeguarding Link
- Senior Safeguarding Leads responsible for policy writing, compliance and whistleblowing: Group Principal and CEO, Group Vice Principal Student Support Services and Group Director of Human Resources. Group Head of Human Resources deputising, as appropriate, for the Group Director of Human Resources.

#### Student safeguarding and Child Protection

- Senior Designated Safeguarding Lead: Group Head Student Support Services
- Team of Designated Safeguarding Leads: Student Support Services Team. Within the team there are DSL Mentors.
- Designated Prevent Lead: Group Vice Principal Student Support Services, Group Head of Student Support Services

- On Line Safety Lead: Group Head of IT
- Head of Health and Safety

Staff Safer Recruitment, Single Central Record and designated Officer for the Local authority (LADO) referral procedure

- HR Business Partners

Please see the Safeguarding Guidance area on SharePoint for the current staff with responsibilities for safeguarding.

### **Safeguarding Committee**

In order to provide a coherent cross College approach to safeguarding the College has a Safeguarding Committee which will meet termly, review the College approach to safeguarding for staff and students and review policies, procedures and practices in relation to safeguarding.