

SAFEGUARDING POLICY

INTRODUCTION

This policy makes clear the College's ethos with regard to safeguarding and provides guidelines for all members of the College community.

In the broadest terms, safeguarding involves protecting people from harm and creating an environment in which individuals can thrive.

Safeguarding is broader than "child protection" which is largely focused on preventing and responding to the neglect and abuse of children.

We are committed to ensuring that our safeguarding practices protect and support all students. We will endeavour to safeguard all students, whatever their

- age (whether under or over 18)
- race, religion, first language or ethnicity
- gender, sexual orientation or identity
- health or disability
- political or immigration status

We recognise that some young people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs, mental health or other issues. We further recognise that working in partnership with students and their parents, carers and other agencies, where appropriate, is essential in promoting their welfare.

We expect all staff, governors, peripatetic workers, volunteers and all other members of the College community to work with students using the overarching principles that guide our approach to safeguarding.

TRANSITIONAL SAFEGUARDING

Almost all our students join the College whilst they are legally children and leave us as legal adults. We recognise that students' needs do not suddenly change or cease on turning 18, so we support all our students equally. We understand that the transition to adulthood is a process and that the period of adolescence normally spans ages 14-25 (UN definition of young person).

We recognise that many societal frameworks and institutions operate on a strict delineation of child/adult; victim/perpetrator; at risk/a risk. We understand that our students span these binary categories, and that these categories may determine how external agencies, including safeguarding partners, regard our students. However, we do not consider these categories helpful in our own practices in College.

We are committed to protecting our students from harm. We are also committed to preparing our students for adult life.

GUIDELINES

All members of the College community will endeavour to safeguard each student by

- valuing them, listening to them and respecting them
- involving them in decisions which affect them

- being prepared to make decisions which do not align with a student's wishes (eg for confidentiality) when a student is at severe or imminent risk
- being aware of and committed to the safeguarding policy and child protection procedures, including the Prevent duty
- being familiar with and alert to safeguarding issues which particularly affect our cohort of 16-19 year olds, such as risk of self-harm and suicide and harmful sexual behaviour between peers, as well as the more traditional child protection issues of neglect and abuse.
- helping students keep themselves safe, as they become more independent
- making sure that students are taught in a safe and supportive environment
- following Health and Safety policies and procedures and providing a safe physical environment for our students.
- using our safeguarding procedures to share concerns and relevant information with the Safeguarding Lead or senior pastoral staff, as appropriate.

Governors, leaders and managers will endeavour to safeguard each student by

- recruiting staff and volunteers safely, and ensuring all necessary checks are made on anyone involved in the work of the College,
- ensuring staff are regularly and appropriately trained in safeguarding principles and practices
- appointing a Designated Safeguarding Lead, a Deputy Safeguarding Lead and ensuring a lead Safeguarding Governor is in place.
- ensuring child protection and safeguarding practices are current and fit for purpose, and are reviewed as appropriate by the Governing Body
- having relevant policy and procedures and codes of conduct in place for all staff and members of the college community
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures.
- ensuring that safeguarding information is received, recorded and stored professionally and securely, with due reference to both data protection and information sharing requirements.
- sharing information about safeguarding and good practice with students, their families, staff and members of the College community as appropriate,
- ensuring staff are aware of their responsibilities with respect to abuse of trust
- ensuring staff and volunteers understand about whistle blowing
- dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance and the College Child Protection Policy

Supporting Documents

The legislative framework for safeguarding children can be found in the College Child Protection Policy, which is updated annually.

The College's policies, procedures and other documents which relate to safeguarding are:

1. Child Protection Policy
2. Health and Safety Policy
3. Prevent Policy
4. Harmful Sexual Behaviours Policy
5. Procedure for Dealing with Safeguarding Allegations against Adults in College
6. Equality and Diversity Policy
7. Bullying and Harassment Policy
8. Student Handbook
9. Fitness to Study Protocol
10. Staff Code of Conduct
11. Recruitment Policy
12. Electronic Communications Policy
13. Whistle blowing Policy
14. Data Protection Policy
15. Social Media Policy
16. Internet Acceptable User Policy

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