

DN COLLEGES GROUP

Safeguarding Policy

Effective from: June 2020

Version Number: II

1. Purpose

- 1.1 To demonstrate the DN Colleges Group's commitment in regard to safeguarding and child protection.
- 1.2 To state the responsibilities of DN Colleges Group in relation to safeguarding children, and adults with care and support needs, in response to current legislation and guidance.
- 1.3 To fulfil requirements of Section 175(4) of the Education Act 2002 which states that governing bodies of maintained schools (including maintained nursery schools), further education institutions and management committees of pupil referral units must have regard to any guidance given by the Secretary of State.
- 1.4 To ensure:
 - i. All students and apprentices (hereafter all references will be to 'student' but also includes apprentices) have a right to be protected, respected, valued and to be heard by:
 - the identification of students at risk of suffering significant harm, exploitation or extremism
 - reducing the potential risks students face of being exposed to violence, extremism, exploitation or victimisation
 - ii. The safety, effective protection and prevention of maltreatment or impairment of health and development of children and young people, in line with DN Colleges Group policy, local policies and procedures and government legislation
 - iii. The DN Colleges Group responds effectively to the ideological challenge of terrorism and extremism and the risk of radicalisation
 - iv. Good practice and responsibility for admission, within the context of inclusion, for individuals who present with a criminal conviction
 - v. All staff demonstrate an awareness and understanding through effective communication and training
 - vi. The referral of all disclosures to the appropriate agencies, addressing concerns at the earliest possible stage using Early Help procedures
 - vii. Effective work in partnership with the Local Safeguarding Children Board (LSCB), in Doncaster, (to be replaced by the three safeguarding partners in a local authority area working together as a multi-agency safeguarding arrangement), and the Children's Multi Agency Resilience and Safeguarding (MARS) arrangement in North Lincolnshire.
- 1.5 In response to Covid-19 an addendum to the Safeguarding Policy was approved by the Senior Leadership Team in June and is contained in Appendix 1.

2 Scope

- 2.1 The Children Act 1989 defines a **child** as “a person under the age of 18”. This could therefore include:
- Any student up to the age of 18
 - Siblings or other family members of any student
 - Any other persons under the age of 18 participating in College activities on College premises.
- 2.2 Under the Care Act 2004 safeguarding duties apply to adults (over the age of 18) who:
- Have needs for care and support (whether or not the local authority is meeting any of those needs) and
 - Is experiencing, or at risk of, abuse or neglect and
 - As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.
- 2.3 Within this context safeguarding can also include a range of potential issues such as:
- Bullying, including cyber bullying (by text, on social media etc) and prejudice based bullying
 - Racist, disability and homophobic or transphobic abuse
 - Radicalisation and extremist behaviour
 - Child sexual exploitation in the context of young people
 - Youth produced sexual imagery (sexting)
 - Alcohol/substance misuse
 - Risk management and safety of others in relation to admissions and on-course students
 - Issues that may be specific within Doncaster or North Lincolnshire
 - Particular issues in relation to domestic abuse, sexual exploitation, female genital mutilation and forced marriage
 - Sexual violence and sexual harassment, within the context of peer on peer abuse
 - Child criminal exploitation within the context of County Lines
 - Children and young people who are missing from home and/or education.
- 2.4 This policy extends to all DN Colleges Group employees, students, contractors, visitors and volunteers to whom the DN Colleges Group has a duty of care and responsibility.

3 Responsibilities

- 3.1 The Corporation is committed to complying with the procedures of the Local Safeguarding Children Board/ Multi-agency local safeguarding arrangements. It recognises that it has a responsibility towards young people or vulnerable adults and people attending or visiting DN Colleges Group to safeguard and promote their welfare and to take appropriate decisions about how this can be achieved. It is not the Corporation’s responsibility to investigate child abuse.

Nevertheless, the Corporation has a duty to act if there is a cause for concern and to notify the appropriate agencies so that they can investigate and take any necessary action. It has a duty to act if there is a cause for concern in relation to a potential threat or risk posed by any potential or existing members of staff or students to young people or vulnerable adults at DN Colleges Group. Overall the Corporation should ensure that:

- i. Policies and structures are in place to safeguard students, safer recruitment, designated staff, training and development, whistleblowing, managing allegations against staff and health and safety management and framework
- ii. Policies are aligned to Local Authority Guidance and agreed inter-agency procedures
- iii. Policies are effective, reviewed annually and updated accordingly
- iv. Up to date knowledge and understanding of the Corporation's role in safeguarding is maintained
- v. Appropriate resources are available to enable statutory compliance
- vi. Young people are taught how to keep themselves safe
- vii. Young people have access to services to keep themselves safe regardless of protected characteristics

The Chair of the DN Colleges Group Corporation has responsibility for managing safeguarding allegations against a Principal or Chief Executive Officer and ensuring locally agreed policies and procedures are followed.

All staff have a responsibility for safeguarding children and reporting concerns in line with procedures and policies.

All staff need to be alert to the signs of harm and abuse and report any concerns. Part 1 of Keeping Children Safe in Education (KCSIE) 2020, will be provided to all staff as part of their induction. All staff are expected to read and understand KCSIE 2020, Part 1. In addition, staff should receive appropriate safeguarding and child protection training which is regularly updated. Updates will be provided via email, bulletins, staff meetings and training opportunities as required to provide them with the relevant skills and knowledge to safeguard children effectively.

3.2 Nominated Members of Staff

The overall responsibility for Safeguarding Children and Vulnerable Adults is vested in the Governing body, with the senior nominated person and Designated Safeguarding Lead (DSL) being the Deputy Principal. In the absence of the Deputy Principal, it is the Head of Safeguarding and Prevent.

The Deputy Principal and Head of Safeguarding and Prevent are responsible for ensuring that students and staff are appropriately supported and guided and for liaising with the Local Safeguarding Children Board/ Multi-agency Safeguarding Arrangements, to ensure compliance with policies and procedures. In addition to the DSL and Deputy DSL, key members of staff are trained to DSL level to ensure that there is adequate cover in the two colleges.

The Deputy Principal and Head of Safeguarding and Prevent are responsible for ensuring that DN Colleges Group is effectively represented at appropriate Strategic Boards and works in partnership in the context of safeguarding.

The Head of Safeguarding and Prevent is responsible for ensuring the 14-16 cohort is safeguarded and that staff have the appropriate knowledge and expertise via a staff development programme, including 2 years mandatory essential skills training. All staff should be vetted with the Disclosure and Barring Service, prior to appointment and every 3 years thereafter.

The Deputy Principal and the Head of Safeguarding and Prevent are responsible for ensuring that all incidents are appropriately recorded and reported.

The Governing body, in conjunction with the Deputy Principal, must ensure all safeguarding policies, procedures and training is effective and compliant with current law.

The Designated Governor (Safeguarding) is responsible for consulting with the Chair of Governors, in the event of allegations being made against a College Principal or the Chief Executive Officer.

4 Definitions and/or Relevant Legislation

4.1 The Children Act 1989 defines a child as person under the age of 18.

This policy accordingly applies to children/young people under the age of 18. 'Working Together to Safeguard Children 2018, statutory guidance published by HM Government, sets out the guidance on child protection for all staff, including those in further education. Colleges should be aware of the need to alert Social Care/Children's Services, the NSPCC or the Police, where they believe a child has been abused or is at risk of abuse. This would also include children and young people who are at risk of actual FGM (female genital mutilation), sexual exploitation, peer on peer abuse, child criminal exploitation (including county lines), missing in education, running away and bullying.

4.2 A Vulnerable Adult

A vulnerable adult refers to any person over the age of 18 years who amongst other indicators:

- Is or may be in need of community care services by reason of mental or other disability, age or illness
- Is or may be unable to take care of himself or herself
- Is or may be unable to protect himself or herself against significant harm or serious exploitation

4.3 Forms of abuse and safeguarding issues

Physical: may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child, including by fabricating the symptoms of, or deliberately causing, ill health to a child.

Psychological: including emotional abuse, threats of harm or abandonment, forced marriage (this is a marriage conducted without the full consent of both parties and where duress is a factor), deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive network.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or buggery) or non-penetrative acts. They may include involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.

Neglect: is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in a serious impairment of the child's health or development, such as failing to provide adequate food, shelter and clothing, or neglect of, or unresponsiveness to, a child's basic emotional needs.

Financial: including theft, fraud, exploitation, pressure in connection with Wills, property or inheritance for financial transactions, or the misuse or misappropriation of property.

Discrimination: including racist, homophobic, sexist based on a person's disability and other forms of harassment, slurs or similar threat.

Institutional: when the needs of the institution take precedent over the needs of the individual.

Domestic abuse and so called honour based violence: Domestic abuse is a pattern of behaviour which may involve violence or other abuse by one person against another in a domestic setting.

Honour based violence is a violent crime or incident which may have been committed to protect or defend the honour of a family or community.

Modern Slavery: human trafficking which may include transporting, recruiting, or harbouring people for the purposes of exploitation using violence, threats or coercion.

Bullying: Young people and vulnerable adults can be vulnerable to bullying, which is deliberately hurtful and harmful behaviour, often repeated over a period of time and from which it may be difficult to defend themselves. Bullying may take many forms, including: physical attacks, verbal (which would include name-calling, threats, racist or homophobic remarks) and emotional (for example, isolating an individual from the activities and social acceptance of other young people). Cyberbullying involves making use of the Internet or mobile phones to taunt intimidate or threaten.

The damage inflicted by bullying must not be under-estimated; it can cause considerable distress, affect the young person's health and development and cause significant harm. Where any staff member suspects bullying, they must report the suspicion to their line manager who must investigate and, where appropriate, invoke the DN Colleges Group bullying and harassment procedure.

Child Sexual Exploitation (CSE) and Trafficking, Criminal Exploitation (CE) and County Lines: 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 organized 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 cyberbully and grooming. However, it is also important to recognize that some young people who are being sexually exploited do not exhibit any external signs of abuse. This also applies to situations where young people may be subject to criminal exploitation, (CE), and particularly more recently, those who are subjected to exploitation associated with County Lines activities.

Female Genital Mutilation: Female Genital Mutilation is defined by the World Health Organisation as 'all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons'. If staff have a suspicion that a child is at risk in the context of Female Genital Mutilation DN Colleges Group have a legal duty in line with the DfE and Home Office statutory guidance to report, including known cases of Female Genital Mutilation in under 18 year olds to the Police. There is a specific legal duty on teachers, where if a teacher discovers that an act of FGM appears to

have been carried out on a girl under the age of 18, the teacher **must** report this to the Police.

Forced Marriage: Forced Marriage (FM) is an entirely separate issue from arranged marriage. It is a human rights abuse and falls under the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Signals of forced marriage (FM) may be lengthy, unexplained absences or changes in behaviours.

- 4.4 **Extremism / Radicalisation – the Prevent Duty:** The Counter Terrorism and Security Act (2015) places a duty to have due regard to the need to prevent people from being drawn into terrorism (the Prevent Duty). This is part of the government’s wider counter terrorism strategy aimed at raising awareness of the challenges raised by terrorism and extremism and providing appropriate support and advice.

The DN Colleges Group mission, vision, values and professional standards, for staff and students provide the platform to ensure children and young people are given the support and guidance to respect themselves and others and understand their role as local and global citizens. DN Colleges Group values inclusion, tolerance, the freedom of speech and expressions of belief/ideology as fundamental rights underpinning healthy communities in which the college is based. Freedom of speech is embedded within British values, however freedom comes with responsibility. Free speech is subject to treating others with respect, understanding differences, equality, human rights, community safety and community cohesion.

- 4.5 **Children or young people who go missing from home/education:** DN Colleges Group will work in line with local statutory guidance for children and young people who are missing from home and /or from education and the Statutory Guidance on ‘Children who run away or go missing from home or care’ 2014. Where a young person has gone missing from College the local authority and parents where appropriate will be contacted to ensure the health, safety and wellbeing of that young person. Reference, ‘Children missing education’ DfE statutory guidance, 2016. To facilitate contact with DN Colleges Group, parents should ensure that two emergency contact numbers are provided for their child.

5 The Policy

- 5.1 DN Colleges Group believes that safeguarding students is our paramount concern and therefore safeguarding issues take priority in relation to any other policies and/or procedures. The Corporation is committed to ensuring that this duty of care is the Group’s paramount concern.

This policy is intended to safeguard and promote the welfare of young people and vulnerable adults who are students of DN Colleges Group. Its aim is to provide an environment in which all students and staff feel secure and supported.

Therefore, within statutory requirements DN Colleges Group recognises that safeguarding and promoting the welfare of children is **everyone’s** responsibility. **Everyone** who comes into contact with children and their families has a role to play. In order to fulfill this responsibility effectively, all practitioners should make sure their approach is child-centred, This means that they should consider, at all times, what is in the **best interests** of the child.

This policy should be read in conjunction with the DN Colleges Group Student Anti- Bullying and Anti- Harassment Policy, Staff Anti-Bullying and Anti-Harassment Policy, Whistle Blowing

Policy, Health and Safety Policy, Inclusion, Equality and Diversity Policy, Social Media Policy and E Safety Policy.

Members of staff have a legal and moral responsibility to ensure that all children, young people and vulnerable adults are protected from harm. All complaints, allegations or suspicions must be taken seriously. There is also a responsibility for the welfare of children, young people and vulnerable adults where to ignore such issues may result in harm.

5.2 Guiding Principles

The Corporation recognises that it has an important role to play in safeguarding the welfare of children and young people in line with Keeping Children Safe in Education (2020) and preventing their abuse (actual or suspected). DN Colleges Group has a duty to support all students and additional duties regarding the protection and support of students in the 14 to 18 age range, vulnerable young people and adults and children in the DN Colleges Group child care provision, primary school children attending Children's University, students attending external partners' premises and training facilities, young volunteers within the DN Colleges Group volunteering projects and those individuals who may be concerned about potential or actual coercion into forced marriage.

The Police and Social Care/Children's Services have the primary responsibility in the field of Safeguarding and Child Protection. The Children Act 1989 places a duty on local authorities to take steps to protect children in appropriate circumstances and gives certain powers to the police so that they can take action to protect children. All DN Colleges Group staff and volunteers have a duty to safeguard and promote the welfare of children and young people.

In the context of Multi-Agency Strategy Meetings, DN Colleges Group will share information and will be bound by the agreed actions from that meeting. The DSL in accordance with Keeping Children Safe in Education (2020) has the status and authority to action child protection and safeguarding matters relating to both College students and external individuals.

5.3 Allegations Concerning Members of Staff

Any suspicion, allegation or actual abuse of a young person or vulnerable adult, by a member of staff must be reported to the DSL. The Head of Human Resources and Organisational Development will be notified and an investigation under the Disciplinary Procedure will also be conducted where appropriate. DN Colleges Group procedures comply with guidance contained in Keeping Children Safe in Education (2020) and the LSCB procedure, Managing Allegations Against Staff.

In addition, on being notified of any such matter the DSL/Deputy DSL shall:

- Ensure that the Deputy Principal is aware
- Take such steps as he/she considers necessary to ensure the safety of the young person in question and any other young person who may be at risk
- Report the matter to the local Children's Services Department in accordance with the procedure and LSCB requirements via the LADO (Local Authority Designated Officer). Contact with the LADO will only be via the Head of Human Resources, Deputy Principal or Head of Safeguarding and Prevent.
- Ensure that a report of the matter is completed by the person who reported the original concern.

If the DSL/Safeguarding Officer is the subject of the allegation or the complaint the matter must be reported to the Principal or Deputy Principal.

9 Authorisation

Policy Holder:	Kit Sargent
Committee Group:	Safeguarding Group
Authorising Group:	Senior Leadership Team
Initial Authorisation:	Friday, 8 March 2019, SLT Meeting. Updated June 2020 including addendum.
Review Date:	June 2022

