

Safeguarding and Child Protection Policy 2023-2024

The purpose of this Policy is to:

- protect all students studying at our College, students in off-site provision and all those visiting College premises;
- enable staff to safeguard and promote the welfare of students;
- ensure there is a culture which makes our College a safe place in which to learn.

Who does this policy apply to?

The Policy applies to **everyone** working, studying at or visiting our College. This includes **all permanent and supply** staff, volunteers, contractors, Governors, external agencies working with College students, parents/carers and students.

Policy Statement for the Safeguarding of Young People and Vulnerable Adults

The College:

- recognises that young people and vulnerable adults have a fundamental right to be protected from harm, exploitation and discrimination, and that students cannot learn effectively unless they feel safe;
- will provide an environment that is safe, promotes equality, self-confidence, a feeling of worth and the knowledge that students' concerns are listened to and acted upon;
- is committed to ensuring that best practice is adopted when working with all young people and vulnerable adults, offering them support and protection, and accepts that it has a legal and moral responsibility to implement procedures to fulfil its duty of care, to safeguard their wellbeing and to protect them from abuse;
- will ensure that all staff understand the importance of working in partnership with students, their parents/carers and other relevant agencies in order to promote and safeguard the welfare of all students;
- will ensure that clear procedures are in place to address disclosures of peer on peer abuse
- Demonstrates our safe and progressive approach to the support and safeguarding of our students within the College structure and working with external safeguarding partners through our 'Student Inclusion and Support internal threshold of Support Document (Appendix 7)
- will ensure all staff are prepared to identify children who may benefit from early help;
- will follow the Pan Dorset Safeguarding Partnership inter-agency procedures and legislative and statutory guidance including:

Working Together to Safeguard Children 2018

Keeping Children Safe in Education 2023

What to do if you are worried a child is being abused 2015

This Policy is available on The College website and staff intranet and is included in the staff and volunteer's induction programme. It is available in alternative formats on request.

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Context

The key principles of safeguarding are:

- The welfare of the young person or vulnerable adult is paramount. Staff should consider, at all times, what is in the best interests of the young person, associated factors outside of college and that incidents may occur between students outside of the college environment.
- Safeguarding is everyone's responsibility – for services to be effective, each profession and organisation should play their full part.
- A student-centred approach – for safeguarding services to be effective, they should be based on a clear understanding of the needs and views of students in all aspects of their wellbeing and safety.
- All students, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- All staff have an equal responsibility to act on any suspicion or disclosure that may suggest a young person or vulnerable adult is at risk of harm.
- Students and staff involved in child protection and safeguarding issues will receive appropriate support.
- Staff should never promise a young person or vulnerable adult that they will not tell anyone about an allegation, as this may ultimately not be in their best interest.

Safeguarding and promoting the welfare of young people or vulnerable adults is defined as protecting children from maltreatment; preventing impairment of young person's health or development; ensuring that young people grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all young people to have the best outcomes.

Child protection refers to the activity that is undertaken to protect specific young people who are suffering, or are likely to suffer, significant harm.

If a young person is in immediate danger or is at risk of harm, a referral should be made to children's social care and/or the police immediately. Anyone can make a referral. Where referrals are not made by the designated safeguarding lead, the designated safeguarding lead should be informed as soon as possible that a referral has been made.

The College recognises that we have a statutory and moral duty to promote and safeguard the welfare of vulnerable adults receiving education and training at the College.

A whole organisation approach

The Bournemouth and Poole College is committed to a whole-organisation approach to safeguarding, creating a culture of vigilance whereby safeguarding is an important part of everyday life and is supported through training at all levels. Certain groups of people have key responsibilities, as outlined later in this document, but it is everyone's responsibility to keep students safe.

There are three main elements to this Policy:

- **Prevention:** providing safe physical and on-line environments, careful and vigilant teaching, accessible pastoral care, support for students and good adult role models; raising e-safety awareness.
- **Protection:** providing training, support and clear procedures to enable staff to respond appropriately and sensitively to safeguarding and child protection concerns, including the dangers of radicalisation and extremism and ensuring that our College's IT infrastructure and network are safe and secure.
- **Support:** providing help and support to young people and vulnerable adults who do not feel safe, may have been abused or who are in need of early help services.

Aims

- To raise the awareness of all staff of the importance of safeguarding young people and vulnerable adults, and of their responsibilities for identifying and reporting actual or suspected abuse, neglect of concerns about a young person's welfare.
- To ensure that everyone knows that our College takes safeguarding very seriously and will follow the appropriate procedures for identifying and reporting abuse, for dealing with allegations against staff and being confident to challenge senior leaders if required over safeguarding concerns and practice.
- To promote effective liaison with other agencies to work together for the protection of all students.
- To integrate a safeguarding curriculum within the tutorial programme.
- To liaise effectively with parents, carers and other agencies, working together to protect our students.
- To address related issues such as peer on peer abuse, bullying behaviour and online safety and provide training on these for all staff.

Roles and responsibilities

1. The Board of the Corporation will:

- Ensure that The College has effective policies and procedures in place, in accordance with legal requirements and published guidance, to ensure the health, safety and wellbeing of all students;
- Ensure that they are appropriately trained at induction and, in conjunction with the DSL, this training should be updated regularly. This training should equip Governors with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place at The College are effective and support the delivery of a robust whole college approach to safeguarding
- Ensure that the College's Executive Team is clear about its statutory obligations regarding safeguarding, and monitors the steps it is taking to develop good practice beyond the statutory minimum requirement;
- Appoint a Board Member as the Board's Safeguarding and Prevent lead.

2. The College will:

- Abide by the current Keeping Children Safe in Education Guidance
- Require all staff and volunteers to read part 1 Keeping Children Safe in Education guidance and confirm this via the annual self-declaration

- Have a Safeguarding and Child Protection policy and procedures which are in line with government and Pan Dorset Safeguarding guidance
- Have safeguarding as a standing agenda item at staff meetings and governing body meetings. Notes will be recorded
- Appoint a Designated Safeguarding Lead (DSL) who is a member of the Senior Leadership Team, who will provide support and supervision to staff members to carry out their safeguarding duties and who will liaise closely with other services such as social care and police. Appropriately trained deputies and other nominated Safeguarding officers will also be appointed
- Provide Safeguarding, Prevent and online safety instruction to students during induction and tutorials, and ensure they know who to contact should they feel unsafe or are suffering abuse
- Address allegations of peer on peer abuse, including the sharing of nude and semi nude images, sensitively and robustly
- Designate a named member of staff to support looked after young people
- Require teachers, staff and volunteers to work within the appropriate Bournemouth and Poole Pan Dorset Safeguarding s guidelines
- Ensure that all teachers, staff, contractors and volunteers have completed Safer Recruitment checks as per safer recruitment guidance
- Undertake relevant safer recruitment and allegations management training
- Ensure that any external contractors using, or are on College premises have up to date safeguarding policies
- Ensure that all staff and volunteers comply with Safer Working Practice for Adults who work in Education settings
- Sign up to the Dorset Information Sharing charter (DISC) previously the Dorset overarching information sharing protocol and share information relating to multi agency risk assessment (MARAC) and the Personal information sharing agreement with respect to receiving alerts about domestic abuse and advise parents accordingly
- Ensure that relevant staff have undertaken appropriate training to contribute to multi-agency risk assessments of young people/children
- Ensure management of allegations procedures are implemented
- Recognise that children with special educational needs may be especially vulnerable to abuse and expect staff to take extra care to ensure their needs are protected
- Have and use an anti-bullying policy to respond to any complaint of bullying or prejudice with the College
- Have an on-line safety champion
- Have a whistleblowing policy where it is safe to discuss concerns and publicise the NSPCC Whistle Blowing process to staff
- Be aware of the needs of vulnerable groups, identify and support for all identified students at the college
- Provide education to students about safeguarding
- Make policies available to parents and students via the College website
- Ensure that the wishes and feelings of young people or vulnerable adults are taken into account in safeguarding matters
- Undertake an annual audit using the Pan Dorset Safeguarding Partnership's tool which is shared with the Safeguarding Board and reported to Governors leading to appropriate actions to ensure that the College is meeting all the requirements in line with national and Pan Dorset Safeguarding Partnership's guidance and legislation
- Report on safeguarding at least annually to the Governing body
- Review and update the safeguarding policy at least annually and when any significant changes occur
- Maintain appropriate safeguarding records that are confidential and kept securely
- Maintain suitable IT filtering software to protect students from inappropriate material while using college systems
- Maintain off-site safeguarding procedures to ensure safeguarding practice in continued during any periods of closedown or lockdown (i.e. COVID-19 adjustments.)

3. The Safeguarding and Prevent Board will:

- Oversee our approach to Safeguarding, Prevent and Child Protection and its adherence to relevant legislation
- Promote the safeguarding and welfare needs of all students
- Confirm that the safeguarding-related work undertaken by the different departments within our College through ensuring its effectiveness
- Provide a means of liaison with the Pan Dorset Safeguarding Partnership
- Report on a regular basis (via the Principal / DSL) to the Board of the Corporation.

4. The Designated Safeguarding Lead (DSL) will:

- Take the lead responsibility for safeguarding and child protection at The College
- Ensure that all safeguarding activity is student centred, holistic and contextual
- Promote supportive engagement with parents/carers in safeguarding
- Chair the Safeguarding and Prevent Board and be responsible for organising termly meetings
- Be responsible for the commissioning and/or provision of services designated to safeguard and promote the welfare of young people
- Be responsible for the appointment and appropriate training (including regular updates) of all designated safeguarding staff
- Be responsible for overseeing inter-agency referrals to local authority Multi Agency Safeguarding Hub and social care teams, to the Channel programme where there is a radicalisation concern, and to the Police for cases where a crime may have been committed
- Be responsible for the collation and secure storage of all records relating to safeguarding, prevent or child protection incidents and concerns, sharing and receiving information in line with KCSIE2023 guidance
- Develop effective links with relevant statutory and voluntary agencies including the Pan Dorset Safeguarding Partnership
- Coordinate The College's attendance/contribution to child protection conferences, and child protection plans, ensuring full knowledge and understanding of students who have or have had a social worker
- Ensure that the Safeguarding and Child Protection Policy and procedures are reviewed and updated annually and liaises with the nominated governor and Principal as appropriate
- Make the Safeguarding and Child Protection Policy available publicly, on the College website or by other means
- Work with the Chair and/or Principal of the College to report serious incidents, where the College or one of its sub-contractors is the subject of a police or Local Authority investigation, to the ESFA
- Maintain own level of training and deliver annual Safeguarding face-to-face or equivalent updates to all staff.

5. The Deputy Designated Safeguarding Leads (Dep DSL) will:

- Be trained to the same level as the Designated Safeguarding Lead
- In the absence of the Designated Safeguarding Lead, carry out those functions necessary to ensure the on-going safety and protection of students
- In the event of the long-term absence of the Designated Safeguarding Lead, assume all of the functions of the Designated Safeguarding Lead.

6. Designated Safeguarding Officers (DSO) will:

- Act as a point of reference and support staff on matters of safeguarding, prevent and child protection
- Receive appropriate training and disseminate knowledge, attend relevant conferences, keep up to date with all matters relating to safeguarding, prevent and child protection

- and provide written reports as required
- Follow agreed reporting and monitoring procedures.

7. **Student-facing staff will:**

- Identify and meet the needs of individual students
- Ensure that students feel safe and secure and are encouraged to talk and share their concerns, and that they are listened to
- Promote online safety to students as an integral part of their course
- Recognise that students with special educational needs or disabilities may be especially vulnerable to abuse and take extra care to interpret apparent signs of abuse or neglect.

8. **All staff will:**

- Promote and apply our Safeguarding and Child Protection Policy and procedures
- Raise any safeguarding concern about a student through the safeguarding referral process
- Raise any safeguarding concerns about another staff member to the DSL or Principal
- Raise any concerns regarding safeguarding practices within the College
- Be aware that students may not feel ready or know how to tell someone that they are being abused, exploited or neglected. And/or they may not recognise their experiences as harmful. Staff should have professional curiosity and speak to the DSL if they have concerns about a student
- Be aware of and follow their statutory duties as detailed in 'Keeping Children Safe in Education' 2023, 'Working together to safeguard children' 2018, 'What to do if you are worried a child is being abused' 2015, and 'Guidance for Safer Working Practices for Adults working with Children and Young People' 2015
- Wear their College ID badge at all times while on college premises (with the exception of hazardous areas such as workshops); Comply with the established Visitor Protocol by ensuring that all visitors sign in at Reception on arrival; Wear their Visitor ID badge at all times whilst on College property, and sign out on departure.

Board Approved October 2023

Our Approach

Partnership with parents/careers and the community

The College shares a purpose with parents and carers to educate, keep young people/children safe from harm and promote their welfare.

The College is committed to working with parents positively, openly and honestly and ensures that parents are treated with respect, dignity and courtesy.

The College respects parents' rights to privacy and confidentiality and will not share sensitive information until we have permission or it is necessary to protect a young person/child.

Liaison with external agencies

The College will promote effective liaison with other agencies in order to work together for the protection of all students, in line with statutory guidance. The College will continue to develop strong partnerships to ensure that there is a seamless threshold of support both within the College and the students transition to external support services, please see appendix 7.

Domestic Abuse

This College receives information from the police to alert the Designated Safeguarding Lead when there has been an incident of domestic abuse in a household where the student lives and is signed up to Operation Encompass. This allows the College to monitor and support the student. If the College has additional concerns the need for further safeguarding actions will be discussed with Social Care. This information will only be shared with other staff on a restricted need to know basis i.e. those who are immediately responsible for the student's welfare such as the pastoral team or the student's tutor. Where a Multi-Agency risk assessment conference (MARAC) occurs the College may be asked for information and appropriate information may be shared with the College after the meeting. The College understands that Domestic Abuse can encompass a wider range of behaviours and may be a single incident or pattern of incidents.

Early Help

Providing early help is more effective in promoting the welfare of children and young people than reacting later. It means providing support as soon as a problem emerges.

Early help support will be kept under constant review and consideration given to a referral to the Multi Agency Safeguarding Hub (MASH) if the young person/child's situation does not appear to be improving.

In order to do this the College will work with other local agencies to identify those who would benefit from early help by:-

- undertaking an assessment of the need for early help
- providing early help services such as health support, pastoral and welfare support, mental health coaches and access to counselling
- make referrals to appropriate external services e.g. CAMHS, YADAS
- sign post to appropriate additional external support e.g. Childline, Papyrus
- taking a contextual approach to safeguarding the young person.

Students with Child Protection (CP) Plans

Students who are the subject of a Child Protection Conference will have either an agreed multi-disciplinary action plan or child protection plan. The Designated Safeguarding Lead, or an agreed Deputy DSL or Safeguarding Officer will attend and/or provide reports for strategy

discussions, CP conferences, core group meetings and contribute to assessments and plans.

The College recognises that students who are the subjects of abuse, neglect or who live in situations of domestic abuse may exhibit distressed or challenging behaviour and may not be reaching their full academic potential. The College will ensure that appropriate support mechanisms are in place in college.

Students with Special Educational Needs or Disabilities (SEND)

The College recognises that students with SEND may face additional safeguarding challenges and expects staff to take extra care to interpret correctly apparent signs of abuse or neglect. Indications of abuse will be reported as for other students. They may be increasingly vulnerable to being bullied, at higher risk of criminal (including sexual) exploitation, online grooming and radicalisation. Tutorial content will be adapted to address these needs. Staff should work closely with parents/carers in meeting any particular needs and providing any appropriate safeguarding advice.

Additional barriers can exist when recognising abuse and neglect in SEND students and staff should be alert to these.

Students with Mental Health/Emotional Health Needs

The College is aware that mental health problems can, in some cases, be an indicator that a student has suffered or is at risk of suffering abuse, neglect or exploitation.

Students identified with mental health/emotional health issues or those with parents/siblings identified with these will be offered additional support through the Safeguarding and Student Wellbeing Teams, including access to Mental Health Coaches

Additional support will be provided at during exams, exams results, during transition times and after bereavement or tragic events.

Relationships, Health and Sex Education (RHSE)

Students will cover relevant topics as part of their Personal Development Tutorial programme

Students who are Looked After, those previously looked after and Care Leavers

The College provides specific guidance in how support is provided for this group of students which is led by the Student Wellbeing Coordinator and DDSL. They are responsible for maintaining records on the legal status of the student, liaising with the student, the Local Authority, the curriculum team and any other appropriate agency.

Substance Abuse

The College provides education and support through the college Personal Development Tutorial programme for issues related to substance misuse. The College seeks to provide a supportive environment for individuals while also maintaining clear expectations through the student and staff codes of conduct regarding expectations and sanctions.

FGM/Forced Marriage/so called Honour Based Abuse

All College staff will receive training in the requirement to report incidences of FGM and to raise all concerns immediately via the safeguarding referral process.

Trafficking and Modern Day Slavery

All concerns of trafficking or modern day slavery will be reported to the police and/or the MASH where there are safeguarding concerns for young people/children.

Serious Violence, Gangs, Youth Violence, Weapons

The College works with partner organisations to educate and support students experiencing or being involved in serious and/or gang related violence.

The College has clear expectations of student behaviour and ensures that students are aware of both the support available and the sanctions in place to address issues if a student is the perpetrator.

Students and the Court system

The Student Wellbeing and Safeguarding team offer additional support to students involved in any form of court process.

Homelessness

The Student Wellbeing and Safeguarding Team work with appropriate services when they become aware of any housing issues that may pose a risk to the welfare of a young person, including where 16-18 year olds may be living independently. A referral will be made to the MASH if a young person is thought to be at risk of harm.

Students with family members in prison

The College will provide additional support for students with family members in prison through the Personal Development Tutorial programmes.

Child-on-child sexual violence and sexual harassment

All College staff should recognise that students are capable of abusing their peers and that students may be reluctant to disclose so will take a pro-active approach to recognising signs and addressing them.

Abuse will never be tolerated or passed off as 'banter' or 'part of growing up.' This includes all aspects of bullying, on-line safety including youth produced imagery (sexting) and gender issues.

While it is possible that females are more likely to experience abuse of this kind, all peer on peer abuse is unacceptable and will be taken seriously, whether or not it has happened on college premises, including remote interactions.

This includes bullying of any kind, abuse in intimate personal relationships between peers, physical abuse and sexual violence and sexual harassment, consensual and non-consensual sharing of nudes and semi-nude imagery, causing someone to engage in sexual activity without consent, upskirting and initiation/hazing types of violence and rituals.

Allegations of peer on peer abuse will be recorded, investigated and addressed, with support available for victims, perpetrators and other parties affected. Third party agencies such as the police or MASH will also be informed in line with KCSIE 2023.

Students who are lesbian, gay, bi or trans (LGBT)

The College provides a safe space for all students and through partnership working with Space Youth Project. Safe spaces can be found at The Link and The Hub. All staff are aware of the need to ensure that students are fully supported and that a trusted adult either through their curriculum staff or through the Student Inclusion and Support Team is available. Personal Development Tutorial sessions confirm the range of support on offer and outline our zero-tolerance approach and awareness to any homophobic, biphobic and transphobic bullying and abuse.

Bullying, significant friendship issues and prejudice

The Managing Student Behaviour and Performance Policy outlines the College approach to instances of bullying which will be dealt with robustly and fairly. A referral may be made to the MASH where a student is considered to be at risk of significant harm.

Students missing from education

Attendance, absence and exclusions are closely monitored.

A young person/child going missing from education is at significant risk of under achievement, being a victim of harm, abuse or neglect including criminal or sexual exploitation or risk of radicalisation.

It is the policy of Bournemouth and Poole College to collect 2 emergency contacts for all students wherever possible.

Online Safety

The College has an obligation to protect students using Internet and online services. The content that students access will be actively monitored to ensure that it is not inappropriate. Inappropriate content includes material that is classified as or includes hate speech, weaponry, adult, pro-suicide and self-harm, extremism, online fraud and security avoidance. Attempts to access this kind of material will be blocked and details about attempted access will be recorded. This blocking is called 'Filtering' and all educational settings need to implement this as part of their safeguarding procedures. The College will provide appropriate and robust online filters while a student is accessing IT on our campuses. This will be regularly tested for robustness. Online safety and Filtering is overseen by the College's Safeguarding Lead but is implemented and managed by the IT Service. It is important that we ensure that content filtering will not impede teaching and learning activities and staff will be able to request changes to the filters to enable safe access to material. Attempts to access inappropriate content by students will be reported to the well-being team weekly so that they can offer guidance and support. The College will communicate to students through its Personal Development Programme the importance of online safety and ensure that students have access to support and a safe online environment. The College will provide resources to parents and carers to ensure information to support students at home is assessable.

Welcoming other practitioners

Visitors with a practitioner role such as social workers or members of the Police have been vetted to work with young people and children through their own organisation. Practitioners will be required to bring their identity badges on all visits, sign in at reception and wear a college visitor badge.

Off-site Visits

Off-site visits are the subject of a risk assessment, safeguarding concerns or allegations will be responded to following Pan Dorset Safeguarding Partnership's procedures. The member of staff in charge of the visit will report any safeguarding concerns to the DSL or their deputy who will pass it to the MASH if appropriate.

Educational Visits procedures will be followed at all times.

Home Stay Provision

The College will ensure that all Homestay providers have completed DBS checks in line with

KCSIE 2023 and National Minimum Standards (NMS) requirements and have completed a full induction programme and appropriate checks that include safeguarding training and Prevent awareness.

Children at Risk of CSE (Child Sexual Exploitation) and Child Criminal Exploitation (CCE)

The College will follow Pan Dorset Safeguarding Partnership's guidance to identify and reduce risk of CSE and CCE.

The College will work with external agencies to reduce risk of harm from criminal exploitation such as County Lines, drug trade and trafficking. Appropriate regard will be given to the risks arising for all involved.

Service Interruption and students working remotely

In the case of sudden closure due to pandemic or other causes that require students and staff to work remotely, the College will maintain emergency safeguarding measures that ensure that vulnerable students are safeguarded appropriately and that new safeguarding concerns may be effectively addressed.

The college will at all times work with external partners such as the Local Authorities to adopt a partnership approach and will follow emergency guidelines issued by central government for this purpose.

Updated procedures will be prepared for each occurrence and will be published as an annexe to the main Safeguarding policy. Emergency procedures will be agreed by the Principal and Chair of the College Board and ratified by the full board at the earliest opportunity.

The College will provide safeguarding and health and safety advice, guidance and expectations to all employers with apprentices who are home working.

Board Approved - October 2023

Our staff

Safer recruitment

The College complies with the requirements of Keeping Children Safe in Education 2023 and the Pan Dorset Safeguarding Partnership by carrying out the required checks and verifying the applicant's identity, qualifications and work history. The College maintains a single central record of recruitment checks undertaken.

All recruiting managers complete appropriate training in safer recruitment and there will always be at least one person involved in every recruitment process who has undertaken specific training.

As part of our recruitment and selection of staff the College will use online searches of shortlisted candidates as part of our pre-recruitment checks.

All staff and volunteers undertaking regulated activity have an enhanced DBS check prior to taking up their role. A minimum of two validated references are always required.

Staff training and induction

All new staff, volunteers and Governors will receive safeguarding training to ensure understanding of the Safeguarding and Child Protection policy.

The DSL, deputies and Safeguarding Officers will attend Level 3 Safeguarding Training at least once every 2 years, attend safeguarding forums and keep up to date with recommendations from serious case reviews, changes to national and Pan Dorset Safeguarding Partnership's policy and guidance.

All College staff will receive formal safeguarding training at least every 3 years with regular face-to-face updates annually, outlining any changes, updates, reminders as required.

The College follows Pan Dorset Safeguarding Partnership's guidance in relation to the provision of appropriate safeguarding training and is developing a supervision model to support staff involved in safeguarding cases.

Abuse of position of trust

All College staff are aware that inappropriate behaviour towards students is unacceptable and that their conduct towards students must be beyond reproach.

Staff understand that under the Sexual Offences Act 2003 it is an offence for a person over the age of 18 to have a sexual relationship with a person under the age of 18, where that person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of the college staff and a student under 18 may be a criminal offence and is not permissible.

Allegations against staff, including supply teachers, volunteers and contractors

Any report of concern about the behaviour of a member of the above or allegation of abuse against a member of staff must be reported immediately to the DSL, Assistant Principal for People and Student or in their absence the DSL or to the Principal. Complaints about the Principal should be reported to the Chair of Governors who will then contact the Local Authority Designate Officer (LADO).

They will ascertain whether the allegation meets the harms threshold or is a concern does not meet the harm threshold.

Allegations that meet the harm threshold will be referred immediately to the LADO)

Bournemouth, Christchurch and Poole: 01202 817600 or email lado@bcpcouncil.gov.uk

Allegations that do not meet the harms threshold will be addressed through the college staff disciplinary policy and the line manager of the individual will be supported by the DSL or nominated deputy and the People team.

All allegations concerning staff who no longer work at the college will be reported to the police.

The Pan Dorset Safeguarding Partnership's procedures will be followed for allegations of abuse made against teachers or other staff.

Whistleblowing

Staff who are concerned about the conduct of a colleague towards a young person or vulnerable adult are undoubtedly placed in a very difficult position. They may worry that they have misunderstood the situation and they will wonder whether a report could jeopardise their colleague's career. All staff must remember that the welfare of a child is paramount. The College's Whistleblowing Policy enables staff to raise a concern or allegation in confidence and for a sensitive enquiry to take place.

Staff may also report their concerns directly to children's or Adults social care, the police or the NSPCC whistleblowing helpline (<https://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/>) if they believe direct reporting is necessary to secure action.

Board Approved - October 2023

The Prevent Agenda

Preventing violent & non-violent extremism & radicalisation

Identification of Concern

All College staff should be able to recognise signs and indicators of concern and respond appropriately. The following lists are not exhaustive and all or none may be present in individual cases of concern. Nor does it mean that young people or vulnerable adults experiencing these factors are automatically at risk of exploitation for the purposes of extremism. The accepted view is that a complex relationship between the various aspects of an individual's identity determines their vulnerability to extremism.

There is no such thing as a 'typical extremist' and those involved in extremism come from a range of backgrounds and experiences. The following indicators may help to identify factors that suggest a young person or their family may be vulnerable or involved with extremism.

Vulnerability / Risk Factors

Identity crisis:	Distance from cultural/religious heritage and uncomfortable with their place in the society around them.
Personal crisis:	Family tensions; sense of isolation; adolescence; low self-esteem; disassociating from existing friendship group and becoming involved with a new and different group of friends; searching for answers to questions about identity, faith and belonging.
Personal circumstances:	Migration; local community tensions; events affecting country or region of origin; alienation from UK values; having a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
Unmet aspirations:	Perceptions of injustice; feeling of failure; rejection of civic life.
Criminality:	Experiences of imprisonment; poor resettlement/reintegration, previous involvement with criminal groups.

Access to extremist influences

- Reason to believe that the young person associates with those known to be involved in extremism
- Possession or distribution of extremist literature/other media material likely to incite racial/religious hatred or acts of violence
- Use of closed network groups via electronic media for the purpose of extremist activity.

Experiences, behaviours and influences

- Experience of peer, social, family or faith group rejection
- International events in areas of conflict and civil unrest had a personal impact on the young person resulting in a noticeable change in behaviour
- Verbal or written support of terrorist attacks
- First-hand experience of racial or religious hate crime
- Extended periods of travel to international locations known to be associated with extremism
- Evidence of fraudulent identity/use of documents to support this
- Experience of disadvantage, discrimination or social exclusion
- History of criminal activity
- Pending a decision on their immigration/national status.

More critical risk factors include:

- Being in contact with extremist recruiters

- Articulating support for extremist causes or leaders
- Accessing extremist websites, especially those with a social networking element
- Possessing extremist literature
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance/behaviour.

System of Referral / Reporting Concerns

In the event of noticing changes about a student that may be related to vulnerabilities towards radicalisation and extremism, or having concerns for their welfare, the staff member should make a referral through the existing Safeguarding referral process.

If a staff member has concerns but is uncertain of the level of risk they should contact the Designated Safeguarding Lead or, if unavailable, one of the Deputy Designated Safeguarding Leads.

Where there is an identified / potential risk that a student may be involved in supporting or following extremism, further investigation by the local Prevent / Channel Team will be requested prior to other assessments and interventions.

Incidents relating to extremism are expected to be very rare but emergency procedures will be adopted when there is information that a criminal / violent act is imminent, or where weapons or other materials may be in the possession of a student or a community member. In this situation, an emergency 'Janet Call' on 222 or a 999 call will be made and the College's Principal, Executive and Senior Management teams informed as soon as practicably possible.

Where a child or vulnerable adult is thought to be in need or at risk of significant harm, or where investigations need to be carried out, advice may be sought from the Home Office, or a referral made to the MASH or other appropriate agency will be made in line with the College's Safeguarding procedures, following advice from the appropriate Prevent / Channel Officer.

The College will maintain suitable IT filtering software to protect students from terrorist and extremist material while using College systems and will report on attempts by students or staff to access blocked sites.

British Values is promoted and embedded within the curriculum and this is monitored through the Quality Team.

Channel Referral Process

Where it is found that a concern identified may have a security dimension to it, liaison with the Police will form an early part of the investigation. Dorset Police will carry out an initial assessment and, if appropriate, set up a multi-agency meeting to agree actions for supporting the individual. If it is deemed that there are no concerns around radicalisation, appropriate and targeted support will be considered for the young person.

ESFA Referrals

Where the College or one of its sub-contractors becomes the subject of a prevent related police or Local Authority investigation the Designated Safeguarding Lead will work with the Chair and/or Chief Executive to report this to the ESFA.

Links to College values and other College policies

This Policy should be read in conjunction with following policies

Associated College policies include:

- Whistleblowing
- Staff Disciplinary
- Student Disciplinary
- Equality, Diversity & Inclusion Statement
- Complaints
- Staff Supervision
- Staff Development Policy
- Data Protection
- IT Acceptable Use
- Staff Recruitment
- Staff Code of Conduct
- Health & Safety/First Aid
- Physical Intervention
- Visiting Speakers
- People Development Policy

This list is not exhaustive.

Who needs to understand this policy and how will they know about it?

Everyone working, studying or visiting our college needs to understand this Policy. The Policy is published on the College website and intranet (my**bpc**); posters promoting student safety are displayed throughout the College.

Who?	How?
All staff (including volunteers)	Mandatory on-line training on joining and refresher training every 3 years. All staff will receive safeguarding updates via all staff emails, Team Hub, additional training sessions and through team and cross
Staff with specific Safeguarding responsibilities	Level 3 Safeguarding Training via the Pan Dorset Safeguarding Partnership; refreshed every 2 years
Agency staff and contractors	Arrangements in place to ensure that agencies and contractors provide the necessary training for their staff.
All students	Reference made to the Policy throughout the student induction process. Safeguarding is an integral part of the tutorial programme.
College Governors	Will undertake mandatory on-line training on joining and refresher training every 3 years, and receive regular updates from College Safeguarding Lead.

Visitors/Contractors	On arrival, will be made aware of the College's commitment to safeguarding by Reception staff; required to sign-in on arrival, wear their Visitor ID badge at all times whilst on College property, and sign-out on departure.
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Policy to be approved by the Board of the Corporation Autumn 2023.

Next scheduled review date: Autumn 2024.

Board Approved - October 2023

Appendices

Appendix 1

Key Personnel

The designated safeguarding lead (DSL) for child protection is:

Lloyd Perry

Director of Student Inclusion and Support

Email: perrylj@bpc.ac.uk

Tel: 01202 205300

The deputy designated leads are:

Ruth Bartram

Student Wellbeing Co-ordinator

Email: bartramr@bpc.ac.uk

Tel: 01202 205764

Melanie Verano

SEND Transition and Development Co-ordinator

Email: veranon@bpc.ac.uk

Tel: 01202 205419

Brian Stewart

Student Engagement Co-ordinator

Email: stewartb@bpc.ac.uk

Tel: 01202 205327

The Designated Teacher for the College is: Ruth Bartram

The nominated Child Protection and Prevent governor is: Dr Michael Fanner

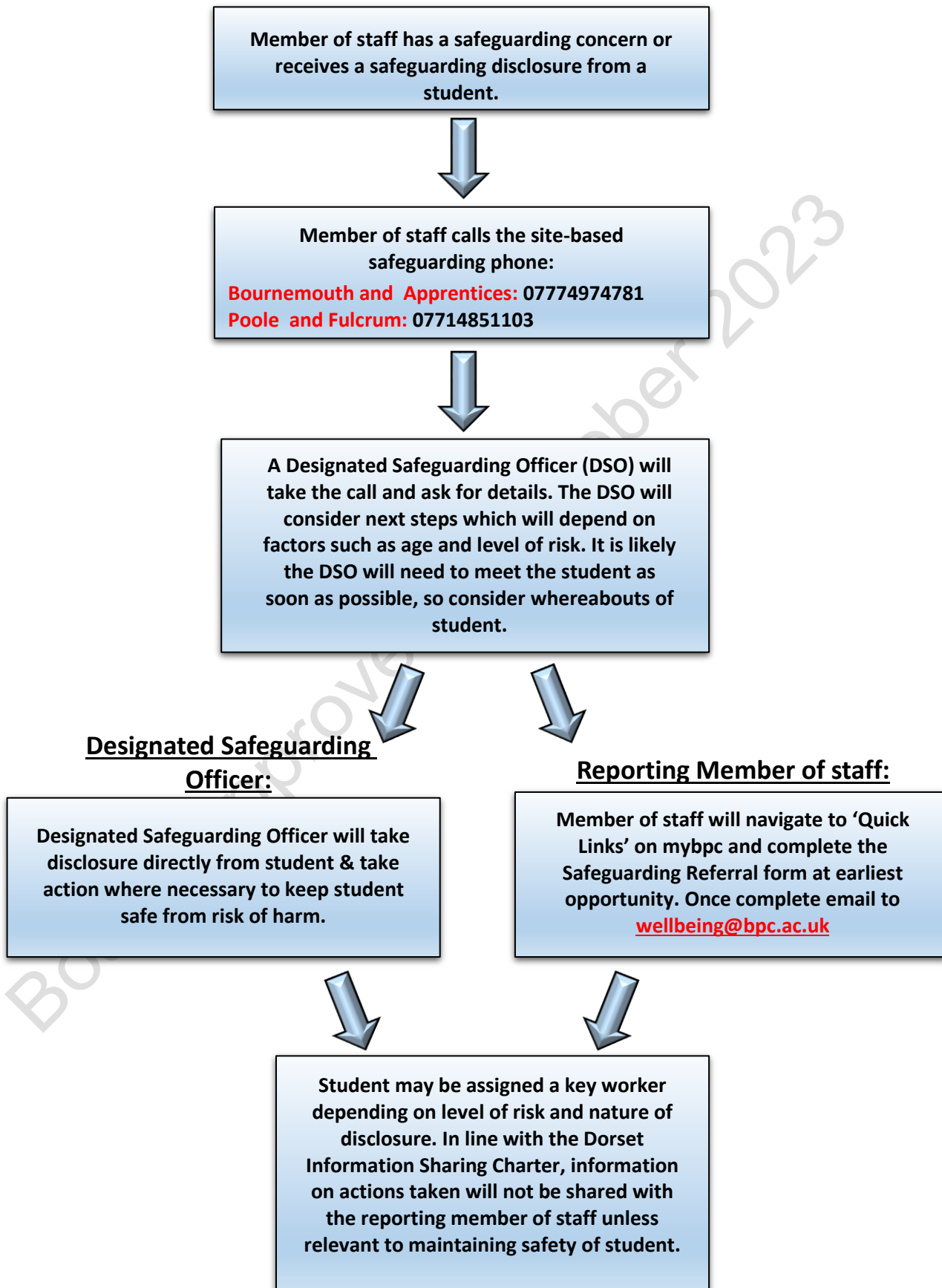
The principal of The College is: Phil Sayles

The Designated Safeguarding Officers contacts (for safeguarding referrals) are:

Bournemouth and Apprentices 07774 974781

Poole and Fulcrum 07714 851103

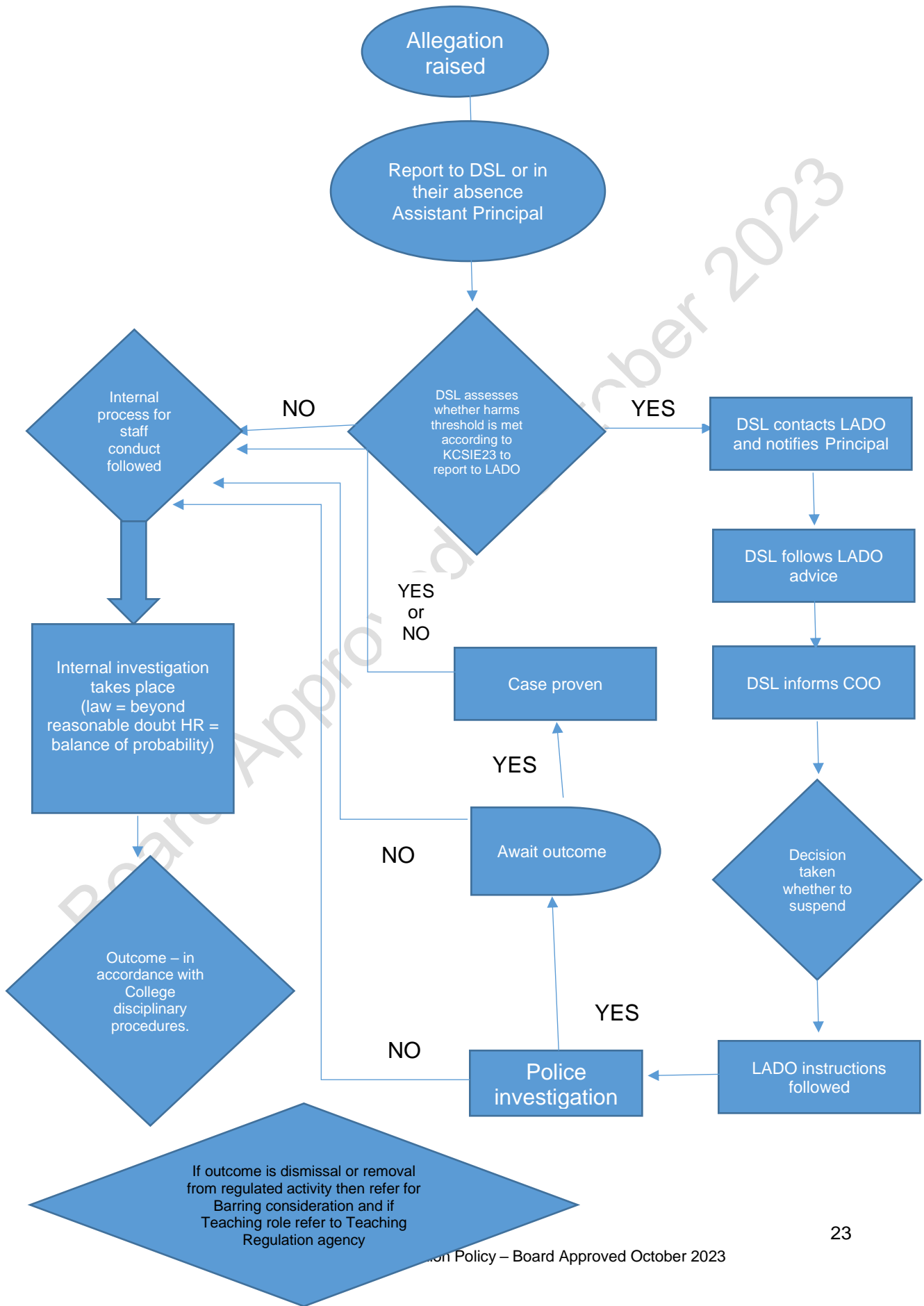
Appendix 2 - Safeguarding Procedure



Appendix 3 – Links to relevant law and guidance

- Working Together to Safeguarding Children 2018
<http://www.workingtogetheronline.co.uk/chapters/contents.html>
- Keeping children safe in education 2023
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1181955/Keeping_children_safe_in_education_2023.pdf
- Section 175 Education Act 2002 (local authorities) and Section 157 and the Education (Independent Schools Standards (England) Regulations 2003 for Independent schools (including academies and city technology colleges)
<http://www.legislation.gov.uk/ukpga/2002/32/section/175>
- Human Rights Act
<https://www.equalityhumanrights.com/en/human-rights>
- Inspecting safeguarding in early years, education and skills settings 2019
<https://www.gov.uk/government/publications/inspecting-safeguarding-in-early-years-education-and-skills>
- Guidance for Safer Working Practice for Adults who work with children and young people
<https://www.safeguardingschools.co.uk/wp-content/uploads/2015/10/Guidance-for-Safer-Working-Practices-2015-final1.pdf>
- Pan Dorset Safeguarding Partnership <https://pdscp.co.uk/>
- [Preventing and Tackling Bullying](https://www.gov.uk/government/publications/preventing-and-tackling-bullying)
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- Safeguarding: Disclosure and Barring – changes from September 2012
<https://www.gov.uk/government/organisations/disclosure-and-barring-service>
- The South West Grid for Learning (SWGfL) <http://swgfl.org.uk/>
- Family Information Service – Borough of Poole
<http://www.poolefamilyinformationdirectory.com/kb5/poole/fis/home.page>
- Children & Family's Information Service –Bournemouth Borough Council
<http://www.bournemouth.gov.uk/ChildrenEducation/Childcare/ChildrensInformationService.aspx>
- 'Exclusion from maintained schools, Academies and pupil referral units in England' (2017)
<https://www.gov.uk/government/publications/school-exclusion>
- Children Missing Education (September 2016)
<https://www.gov.uk/government/publications/children-missing-education>
- Pan Dorset Safeguarding Partnership Levels of Need and Continuum of Support (2020) <https://pdscp.co.uk/working-with-children/applying-thresholds-and-reporting-concerns/>

Process Map for Safeguarding Process -
'Managing Staff Allegations'



Appendix 6

<p>Bournemouth and Poole College Date September 2023 Function Equal Opportunities</p>
<p>This Policy has been examined for equality impact i.e. the impact that this policy will have on different groups of current or potential learners, service users and staff taking into account the protected characteristics of the Equality Act 2010 (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation)</p>
<p>1. If equality impact analysis is not relevant to this function give reasons and proceed to section 5 below</p>
<p>2. In what ways could this function have a negative impact on any of the groups above? What actions have been taken to eliminate these? This function does not have a negative impact on any of these groups</p>
<p>3. In what ways could this function have a positive impact on any of the groups above? How will this function be used to eliminate discrimination, advance equality of opportunity and foster good relations between different groups? Are there plans for the future which will further advance equality? Safeguarding practice at Bournemouth and Poole College is in place to protect and safeguarding all students at risk. It promotes best practice and sets expectations to ensure that students with protected characteristics are safeguarded.</p>
<p>4. What evidence supports your judgements? E.g. Consultations, observations, expert opinions, quantitative or qualitative surveys? If the evidence is in the form of an additional document, where is it stored? Local Authority Safeguarding Audit - N/StudentServices/Safeguarding</p>
<p>5. Name and job title of manager responsible Director of Student Inclusion and Support</p>

**Appendix 7 – Student Inclusion and Support
Internal Threshold of Support Document**

Board Approved – October 2023

	Universal Support	Stage 1	Stage 2	Stage 3	Stage 4
Lead and Responsibility	Curriculum Staff	PDT (Personal Development Tutor)	Student Wellbeing Team (Drop In)	Student Wellbeing Team	Safeguarding Team
Contact:	Curriculum Staff for the relevant area	PDT for relevant area	thelink@bpc.ac.uk Drop in 10am - 2pm	wellbeing@bpc.ac.uk	Safeguarding Phone
The student:	Has needs that can be met within by the curriculum team within the universal provision	Has additional pastoral support needs identified either pre-entry or on- course that can be met through the PDT remit	<ul style="list-style-type: none"> Has multiple or more complex needs that require a higher level of support through the Student Health and Student Wellbeing provision Has additional academic support needs Received learning support previously Has a new academic support concern that has been identified 	Has a prominent level of unmet and complex needs or needs protection that requires external referral and/or urgent action	Has experienced an immediate threat to their physical safety while on-site Safeguarding Officer to work alongside DDSL and DSL and Security/Health and Safety as required.
Wellbeing	Wellbeing needs are being met within universal provision by curriculum staff. Students can keep themselves safe.	Students require additional support to maintain positive wellbeing and safety. Student is experiencing issues with peers/relationships. Student requires support building relationships in college/in the community. Student requires financial support to access College	Students require specialist advice and support within college in order to keep safe and well. Students may have a complex history of issues. Student has caring/additional responsibilities at home that impact engagement at college. Relationship/bullying issue not solved via PDT intervention. Identified need for social skills intervention. Child in Need plan in place.	Intervention is required to support students in developing and engaging in education e.g., risk of homelessness/poverty, parental offending behaviour, lack of awareness of personal safety, Child Protection plan in place.	Multi-agency intervention is immediately required in order to keep Student safe e.g., Domestic abuse, Peer-on-Peer abuse, grooming/exploitation, Extremism, Child Protection Plan in place
Mental Health	Student experiences positive mental wellbeing and does not require additional support.	Risk factors identified that may impact mental health e.g., poor sleep pattern, lack of motivation. Low level emotional/mental health needs.	Moderate emotional/mental health/anxiety issues. Support with exam stress.	Serious mental health concerns that significantly impact student's ability to engage in education e.g., High level Anxiety/Depression, Personality Disorders, Eating Disorders Exam access arrangements	Serious and complex mental health concerns that pose a risk to self or others e.g., self-harm, Suicidal thoughts/ideation, threats to harm others, Psychosis.
Health	Student experiences good health & are able to make healthy choices.	Students in need of support making healthy life choices or have minor health issues that require ongoing support.	Students in need of additional support to maintain health e.g., signposting to services, access to C card or Sanitary products	Students in need of support with: <ul style="list-style-type: none"> Independent Healthcare Plan Serious allergies Pregnancy Drug & Alcohol dependency 	Students are unable to make healthy life choices such that their physical safety is at risk if they leave the premises.

				<ul style="list-style-type: none"> • Significant disability, PEEP or Emergency Care Plan. • Medication e.g., storage • Risky sexual behaviour • Risk assessment for external visits 	
Inclusion Support	<p>Monitoring of attendance/achievement and engagement of any student with an EHCP (Education Health Care Plan)</p> <p>Ensure that EHCP Outcome Reviews are completed once a term as a minimum expectation and logged on Pro Monitor</p>	Student is failing to engage / attend due to unresolved learning support need	<p>DSA (Disability Student Allowance) assessment and support required (HE (Higher Education) students)</p> <p>Exam access arrangements required</p> <p>Assistive technology required</p> <p>Concern that previously unassessed academic support needs addressing</p>		
Link to Managing Student Behaviour		Stage 1/2 Addressed within the Curriculum and logged on Pro Monitor		<p>Stage 3 A member of the Student Support and Inclusion Team may attend depending on student need.</p> <p>Requests to be emailed to wellbeing@bpc.ac.uk</p>	<p>Stage 4 A member of the Student Support and Inclusion Team to attend all S4 meetings.</p> <p>Requests to be emailed to wellbeing@bpc.ac.uk</p>
Link to Fitness to Study		Stage 1 Addressed within the Curriculum and logged on Pro Monitor		<p>Stage 2/3 A member of the Student Support and Inclusion Team may attend depending on student needs</p>	<p>Stage 4 A member of the Student Support and Inclusion Team to attend all S4 meetings.</p>

Board