

Procedures Manual

01.07.01	SAFEGUARDING POLICY AND PROCEDURE
PURPOSE	To safeguard students who may be in need of protection and to enable the College to meet its duties under the Children Act 1989, and Section 175 of the Education Act 2002
SCOPE	All staff and students
RESPONSIBILITY	Senior Designated Persons

POLICY AND PROCEDURE

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College Safeguarding Policy Framework

‘All school and college staff have a responsibility to provide a safe environment in which children can learn’

(Keeping Children Safe in Education July 2016)

<https://www.gov.uk/government/publications/keeping-children-safe-in-education-->

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Introduction

Within our policy Apprentices, Vulnerable Adults and children come under the general heading of Students. Safeguarding is not just about protecting students from deliberate harm. For our College it includes such things as student safety and protecting our /students from, bullying, racist abuse and harassment, Students missing education (CME) and online abuse etc. The witnessing of abuse can have a damaging effect on those who are party to it, as well as the person subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well- being of the individual.

Abuse can take place in any family, institution or community setting, by telephone or on the internet. Abuse can often be difficult to recognise as students may behave differently or seem unhappy for many reasons, as they move through the stages of life or their family circumstances change. However, it is important to know the indicators of abuse and to be alert to the need to consult further.

All college staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

The following policy has been adapted from Suffolk County Council’s (SCC) safeguarding model policy framework for education settings and links to other relevant policies such as online safety, whistle-blowing, anti-bullying, our staff code of conduct and other relevant guidance to staff, such as our ‘Prevent’ duty.

The Ofsted inspection framework (September 2015) sets out what it expects to see for safeguarding within educational settings to be considered effective.

This includes evidence to support that:

- Students being protected from harm and feeling safe.
- Students know how to raise issues/worries and understand the process for doing so.
- Adults who work with them are able to give a strong and proactive response to any concerns raised with them.
- Adults also know and understand the indicators that may suggest a student is suffering or at risk of abuse, neglect or harm.

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- Adults take appropriate action in line with local procedures and statutory guidance.

It is a statutory expectation that our College has a safeguarding policy and that this will be reviewed at least **annually** in discussion with the Governing Body. The policy will also make links to the Local Safeguarding Children and Adult Board requirements.

Our safeguarding arrangements are reported on a termly basis to our governing body and our safeguarding policy is reviewed annually, in order to keep it updated in line with local and national guidance/legislation.

We will include a summary of our safeguarding policy to parents on our website and will be available to students on Moodle. We are also able to arrange for our policy to be made available to parents whose first language is not English on request.

West Suffolk College SAFEGUARDING POLICY

The purpose of West Suffolk College safeguarding policy is to provide a secure framework for all adults working or volunteering in the College in safeguarding and promoting the welfare of those students who attend our College. Students and their success is at the heart of everything we do.

The policy aims to ensure that:

- All our Students are safe and protected from harm
- Other elements of provision and policies are in place to enable Students to feel safe and adopt safe practices
- Staff, Students, governors, visitors, volunteers and parents are aware of the expected behaviours and the College's legal responsibilities in relation to its students.

Ethos

Safeguarding in West Suffolk College is considered to be everyone's responsibility and as such our college aims to create the safest environment within which every pupil has the opportunity to achieve their outcomes.

West Suffolk College recognises the contribution it can make in ensuring that all students or those who use our college, feel that they will be listened to and have appropriate action taken to any concerns they may raise. Students at our College will be able to talk freely to any member of staff or regular visitor to our College if they are worried or concerned about something. All staff and regular visitors will,

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either through training or induction know how to recognise a disclosure from a Student and will know how to manage this. We will not make promises to any Student and we will not keep secrets. Every Student will know what their chosen adult will have to do with whatever they have been told.

The College will endeavour to provide activities and opportunities in the Personal, Social and Health Education (PSHE) curriculum that will equip our Students with the skills they need to stay safe. This will also be extended to include material that will encourage our Students to develop essential life skills. We will do this by endeavouring to work in partnership with other agencies and seek to establish effective working relationships with parents and carers.

Responsibilities and Expectations

West Suffolk College has a governing body whose legal responsibility it is to make sure that the College has an effective safeguarding policy and procedures in place and to monitor that the College complies with them. The governing body should also ensure that the policy is made available to parents and carers by publishing this on our website or in writing if requested. It is also the responsibility of our governing body to ensure that our staff and volunteers are properly vetted to make sure they are safe to work with the pupils who attend our College and that the College has procedures for appropriately managing allegations of abuse made against members of staff (including the Principal and volunteer helpers). Our governing body will ensure that there is a Named Governor and a Designated Safeguarding Lead (DSL) who has lead responsibility for dealing with all safeguarding issues in our school.

The **Designated Safeguarding Lead** is: Jules Bridges 01284 716251. If she is not available then:

The **DSL Alternate** is:

Colin Shaw 01284 716552

Sarah-Louise Neesam 01284 716358

Rachel Boast 01284 716546

The **named safeguarding governor** is: Karen Points

The **Chair of Governors** is: Ken Golding

The **schools e-Safety** lead is: Sarah-Louise Neesam and Marc Storey

The **designated teacher for 'Children in Care (CIC)** is:

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Sarah-Louise Neesam 01284 716358

The Corporate Director for Children and Adults, have identified dedicated staff to undertake the role of Local Authority Designated Officers (LADO). LADOs can be contacted via email on LADOCentral@suffolk.gcsx.gov.uk or by using the LADO central telephone number: **0300 123 2044** for allegations against all staff and volunteers.

The LADO for our College is: Renee Everett

It is the responsibility of the Designated Safeguarding Lead to ensure that all safeguarding issues raised in College are effectively responded to, recorded and referred to the appropriate agency. They are also responsible for arranging safeguarding training for all staff and volunteers who regularly and frequently work with Students in our college and that this training takes place at least every three years.

Sarah-Louise Neesam, Claire Battey and Jackie Grimwood can deliver safeguarding training within College provided they are linked into the support and quality assurance process offered by the Local Authority and the LSCB. This includes attendance at both statutorily required and locally agreed training and engagement in the quality assurance process. Our DSL or Student Welfare Manager is required to attend or ensure that a senior member of our staff who has the relevant training and access to appropriate supervision, attends where appropriate, all conferences, core groups or meetings where it concerns a child at our College and to contribute to multi-agency discussions and assessments to safeguard and promote the child's welfare.

Our DSL or Student Welfare Manager is also required to complete a safeguarding self-review assessment annually which demonstrates that the safeguarding arrangements in our College are being met. If the self-assessment highlights any areas for improvement, this will be detailed in an action plan which will be signed off and monitored by the named governor for safeguarding on behalf of the governing body of the College, to ensure these improvements are implemented. The self-review assessment is to be shared annually with the Local Authority, who will have a quality assurance role in ensuring the College is meeting its safeguarding requirements.

All child protection (CP) concerns need to be acted on immediately. If College staff are concerned that a Student may be at risk or is actually suffering abuse, they should report this to Student Welfare immediately.

All adults, including the Designated Safeguarding Lead, have a duty to refer all known or suspected cases of abuse to children's social care or the police.

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Where a disclosure is made to a visiting staff member from a different agency, e.g. centrally contracted staff or School Nurse, it is the responsibility of that agency staff to formally report the referral to the Designated Safeguarding Lead on College site, in the first instance.

A referral should not be delayed in order to discuss with the College's Designated Safeguarding Lead, if it is felt/identified that a child is at immediate risk and the Designated Safeguarding Lead is unavailable. If you remain concerned for a child's **immediate** welfare, refer to children's social care via Customer First using the number **0808 800 4005 or call 999**.

Recognising concerns – signs and indicators of abuse

Abuse is defined as a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or another child or children.

The following indicators listed under the categories of abuse are not an exhaustive list.

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-

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penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

(Source: Keeping Children Safe in Education July 2016)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/526153/Keeping_children_safe_in_education_guidance_from_5_September_2016.pdf

Procedures for staff and volunteers

What to do if you are concerned

If a student makes an allegation or disclosure of abuse against anyone it is important that you:

- Do stay calm and listen carefully
- Do reassure them that they have done the right thing in telling you
- Do not investigate or ask leading questions. (However, you may be asked to gather enough information to contribute to good decision-making and an assessment of risk)
- Do let them know that you will need to tell someone else
- Do not promise to keep what they have told you a secret
- Do inform your Designated Safeguarding Lead as soon as possible

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- Do make a written record of the allegation, disclosure or incident which you must sign, date and record your position
- Do not include your opinion without stating it is your opinion
- Do refer without delay.

Managing Allegations

We are aware of the possibility of allegations being made against members of staff or volunteers that are working or may come into contact with Students in our College. Allegations can be made by Students and are made for a variety of reasons.

If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the Principal. In the case of the allegation being made against the Principal this will be brought to the immediate attention of the Chair of Governors and the LADO on the same day. The Principal/Chair of Governors must discuss with the LADO the nature of the allegations, in order for the appropriate action to be taken. In Suffolk this role is undertaken by dedicated LADOs who cover the county. This will constitute an initial evaluation meeting or strategy discussion involving the LADO and the Police or appropriate multi-agency partners. Dependent on the allegation being made, the Principal will need to:

- Refer to the LADO immediately and follow up in writing within 48 hours. In Suffolk, schools should also notify the Strategic Lead Resolution Officers in the appropriate area
- Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser
- Contact the parents or carers of the child/young person if advised to do so by the LADO
- Consider the rights of the staff member for a fair and equal process of investigation
- Act on any decision(s) made in any strategy meeting or evaluation meeting
- Ensure that the appropriate disciplinary procedures are followed including whether to suspend a member of staff from work until the outcome of any investigation is deemed necessary

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- Advise the Disclosure and Barring Service (DBS) where a member of staff has been dismissed or removed or would have been, had they not resigned, due to safeguarding concerns. **This is a legal duty and failure to report to the DBS where the criteria have been met, is a criminal offence.**

If you are concerned that a member of staff or adult in a position of trust poses a risk of harm to a Student or that they might already have harmed a student, you should report your concerns to the Principal. Where those concerns relate to the Principal however, this should be reported to the Chair of Governors using the Colleges Whistle blowing policy.

Allegations against a tutor or member of staff who is no longer teaching or works at the College should be referred to the police. Historical allegations of abuse should also be referred to the police.

More guidance on managing allegations can we found at the following links: [Suffolk Safeguarding](#)

[Children Board Protocol: Allegations Against Persons who Work with Children](#)

Source: Keeping Children Safe in Education (July 2016:40-50) Part four.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/526153/Keeping_ch

[ildren safe in education guidance from 5 September 2016.pdf](#)

Training

All members of staff and volunteers will have regular access to safeguarding training. We will also, as part of your induction, issue safeguarding update information on a regular basis, in relation to our staff code of conduct/handbook, safeguarding policy and any policies related to safeguarding and promoting our Student's welfare to all newly appointed staff and volunteers.

Our DSL and Alternate DSL will undertake further safeguarding training in addition to the whole school safeguarding training. This will be undertaken at least every two years which updates their awareness and understanding of the impact of the wider agenda of safeguarding issues. This will support both the DSL /Alternate to be able to better undertake their role and support the school in ensuring our safeguarding arrangements are robust and achieve better outcomes for the pupils in our school. This includes taking part in multi-agency training and how we contribute to the assessment of children and early help offer.

Our Governing body will have access to safeguarding training. Our Chair of Governors and named governor for safeguarding will also undertake additional

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training at least every two years to support their employers' role in handling allegations against adults who work with Students, including our staff and volunteers.

To book safeguarding training, please speak to the Maggie Smith the PD administrator who will help you to identify the most appropriate training.

Useful Contacts:

Multi-agency Safeguarding Hub (MASH) Professional Helpline: 03456 061 499

Customer First (Professional Referral Line): 03456 066 167

Customer First: 0808 800 4005

Police (emergency): 999

Suffolk Police Cybercrime Unit: 101

Suffolk Local Safeguarding Children Board: www.suffolkscb.org.uk

Suffolk County Council: www.suffolk.gov.uk/community-and-safety/staying-safe-online/e-safer-suffolk/

Current Safeguarding Issues

The following safeguarding concerns, actual or suspected, should be referred immediately to Children's Social Care. The concerns featured below are linked to guidance and local procedures, which where available, can be found on the Suffolk Local Safeguarding Children Board website at: www.suffolkscb.org.uk. Schools and colleges can also access broad government guidance on the issues listed below via the GOV.UK website:

- child sexual exploitation (CSE) – see also below
- bullying including cyberbullying
- domestic violence – see also below
- drugs

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- fabricated or induced illness
- faith abuse – see also below
- female genital mutilation (FGM) – see also below
- forced marriage – see also below
- gangs and youth violence - see below
- gender-based violence/violence against women and girls (VAWG)
- mental health
- private fostering – see also below
- preventing radicalisation – see also below
- hate
- sexting – see below
- teenage relationship abuse
- trafficking – see blow
- children missing from home or care
- children missing education – see below
- children and adult missing strategy

Child Sexual Exploitation

Students can be exploited by their associations and through gang activity. They may suffer exploitation through their use of modern technology such as the internet, mobile phones and social networking sites. In order to minimize the risks to our students at West Suffolk College we will ensure that we have in place appropriate measures such as security filtering (iboss), and an acceptable

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use policy linked to our 'e-Safety' policy. We will ensure that staff are aware of how not to compromise their position of trust in or outside of the College and are aware of the dangers associated with the internet and other mobile technology.

Domestic Violence and Abuse

A new government definition of domestic violence (DV) has been developed and came into force in March 2013. It changed the definition to one of *domestic violence and abuse* (DVA). The new definition now includes 16 and 17 year olds, recognising that they are the largest group to experience domestic abuse and violence. It is now defined as:

'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: psychological; physical; sexual; financial; emotional'.

Children may suffer both directly and indirectly if they live in households where there is domestic violence. Domestic abuse is likely to have a damaging effect on the health, development and welfare of children, and it will often be appropriate for such children to be regarded as Children in Need under the Children Act 1989.

Where there is evidence of domestic violence we will report our concerns to the appropriate agency including children's social care and the police in order to prevent the likelihood of any further abuse taking place.

Online safety including sexting, cyberbullying and exploitation

Our 'e-Safety' policy clearly states that mobile phone or electronic communications with a student at our school is not acceptable other than for approved school business e.g. coursework, mentoring. Where it is suspected that a child is at risk from internet abuse including sexting or cyber bullying we will report our concerns to the appropriate agency.

Gangs and youth violence

At West Suffolk College we will endeavour to protect our children and young people from exposure to gang activity and exploitation by having robust attendance and behaviour policies and to act on relevant information or allegations. We will take all reports seriously and will share this information appropriately with other agencies to safeguard our students from harm.

The above list is not exhaustive and as new policy guidance and legislation develops within the remit of Safeguarding we will review and update our policy

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as appropriate and in line with the Local Safeguarding Children Board and Local Authority to ensure West Suffolk College is a safe place to learn and work.

Private Fostering

Private fostering is an arrangement made between the parent and the private foster carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote his/her welfare. A privately fostered child means a child under the age of 16 (18 if a disabled child) who is cared for and provided with accommodation by someone other than a:

- parent
- person who is not a parent but has parental responsibility
- close relative
- Local Authority for more than 28 days and where the care is intended to continue. It is a statutory duty for us at West Suffolk College to inform the Local Authority where we are made aware of a child or young person who may be subject to private fostering arrangements.

Trafficked Children

Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/ sweatshop, drug dealing, shoplifting and benefit fraud. Where West Suffolk College is made aware of a child is suspected of or actually being trafficked/exploited we will report our concerns to the appropriate agency.

Preventing Radicalisation and Extremism

It is essential that our staff are able to identify students who may be vulnerable to radicalisation, and know what to do when they are identified. West Suffolk College sees protecting our students from the risk of radicalisation as part of our wider safeguarding duties, and that it is similar to protecting students from other risks (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences. All staff will have access to a general Prevent awareness programme to be able to understand and identify any risks to pupils at risk of radicalisation and report their concerns to Student Welfare Manager Sarah- Louise Neesam and when it is appropriate to make a referral to the Channel panel. Channel is a panel which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.

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Some members of our communities hold beliefs that may be common within particular cultures but which are against the law of England. West Suffolk College does not condone practices that are illegal and which are harmful to Students. Examples of particular practices are:

Faith Abuse

Some faiths believe that spirits and demons can possess people (including children). What should never be considered is the use of any physical or psychological violence to get rid of the possessing spirit. This is abusive and will result in a criminal conviction of those using this form of abuse even if the intention is to help the child.

Female Genital Mutilation

This is against the law yet, for some communities, it is considered a religious act and cultural requirement. It is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. If any of the above areas of concern is brought to your attention, you should report those concerns to the appropriate agency in order to prevent this form of abuse taking place. This is now a mandatory duty, placed on all college staff, to report to the police, any suspected case of FGM where they discover that this act has been carried out on a child under the age of 18 years. You are not required to examine a child, even though it will be rare that visual evidence of FGM will be seen, but where there is a direct or indirect disclosure that the act of FGM has been carried out, the usual child protection procedure of the college should be followed.

Forced Marriage

West Suffolk College does not support the idea of forcing someone to marry without their consent and will follow LSCB procedures to refer any child and young person immediately to Children's social care. Welfare staff have also been through Home Office Training in this area and have toolkits available to support students.

Honour Based Violence

Honour Based Violence is a crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'. It is important to be alert to signs of distress and indications such as self-harm, absence from College, infections resulting from female genital mutilation, isolation from peers, being monitored by family, not participating in college activities, unreasonable restrictions at home or forced marriage. Where it is suspected that a student is at risk from Honour Based Violence at West Suffolk College, we will

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report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

Peer on peer abuse

Staff should recognise that students are capable of abusing their peers. Peer on peer abuse can manifest itself in many ways. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation. It is likely that to be considered a safeguarding allegation against a student, some of the following features will be found.

The allegation:

- is made against an older student and refers to their behaviour towards a younger student or a more vulnerable student
- is of a serious nature, possibly including a criminal offence
- raises risk factors for other students in the school
- indicates that other students may have been affected by this student
- indicates that people outside the college may be affected by this student.

Risk factors against students could include:

1. **Physical Abuse**
 - violence, particularly pre-planned
 - forcing others to use drugs or alcohol
2. **Emotional Abuse**
 - blackmail or extortion
 - threats and intimidation
3. **Sexual Abuse**
 - indecent exposure, indecent touching or serious sexual assaults
 - forcing others to watch pornography, sexting, revenge-porn
4. **Child Sexual Exploitation**
 - encouraging other children to attend inappropriate parties
 - photographing or videoing other children performing indecent acts
5. **Gang and Relationship Abuse**

In areas where gangs are prevalent, older students may attempt to recruit younger students using any or all of the above methods. Young people suffering from sexual exploitation themselves may be forced to recruit other young people under threat of violence.

When an allegation is made by a student against another student, members of staff should consider whether the complaint raises a safeguarding concern. If there is a safeguarding concern the Designated Safeguarding Lead (DSL) should be

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informed. A factual record should be made of the allegation, but no attempt at this stage should be made to investigate the circumstances. The DSL should contact children's social care or the LADO to discuss the case. It is possible that children's social care are already aware of safeguarding concerns around this young person. The DSL will follow through the outcomes of the discussion and make a social services referral where appropriate. The DSL will make a record of the concern, the discussion and any outcome and keep a copy in the files of both pupils' files.

If the allegation indicates a potential criminal offence has taken place and the allegation is found to not be malicious rumour, the police should be contacted at the earliest opportunity and parents informed (of both the student being complained about and the alleged victim).

It may be appropriate to exclude the student being complained about for a period of time according to the college's behaviour policy and procedures. The college should be informed that the young person raises safeguarding concerns, for example, they are coming back into college following a period in custody or they have experienced serious abuse themselves. These students will need an individual risk assessment plan to ensure that other students are kept safe and they themselves are not laid open to malicious allegations. The college, in these cases, also has a duty to protect the privacy rights of any students for whom the allegation is made against or to.

Where neither children's social care nor the police accept the complaint, a thorough college investigation should take place into the matter using the college's usual disciplinary procedures.

In situations where the college considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative, supervision plan. The plan should be monitored and a date set for a follow-up evaluation with everyone concerned.

Student Missing Education (CME)

The law requires that all colleges have to have an admission register and, with the exception of college where all students are boarders, an attendance register. All students must be placed on both registers. This includes students, apprentices and vulnerable adults.

West Suffolk College must inform the local authority if any of our under 16 students is going to be removed from the admission register where they:

- Have been taken out of college by their parents and the college has received written notification from the parent they are being educated outside the college system e.g. home education

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- Have ceased to attend college and no longer live within reasonable distance of the college at which they are registered
- Have been certified by the college as unlikely to be in a fit state of health to attend college before ceasing to be of compulsory school age, and neither he/she nor his/her parent has indicated the intention to continue to attend the college after ceasing to be of compulsory school age
- Are in custody for a period of more than four months due to a final court order and the proprietor does not reasonably believe they will be returning to the college at the end of that period; or
- Have been permanently excluded.

All colleges must inform the local authority of any pupil who fails to attend college regularly, or has been absent without the college's permission for a continuous period of 10 college days or more, at such intervals as are agreed between the college and the local authority. If a child's whereabouts is unknown by college and/or parents then police should be contacted via 101. Even if this is only for a short period of time as it helps to build a pattern and the history can be useful for future missing episodes.

Safer Staff

Safer Recruitment and Selection

It is a requirement for all agencies to ensure that all staff recruited to work with students are properly selected and checked.

At West Suffolk College we will ensure that we have a member on every recruitment panel who has received the appropriate recruitment and selection training. We will ensure that all of our staff are appropriately qualified and have the relevant employment history, references and vetting checks to ensure that they are safe to work with Students in compliance with the Key Safeguarding Employment Standards, the disqualification by association and a prohibited order check for teaching staff.

There will be occasion when some form of physical contact is inevitable, for example if a student has an accident or is hurt or is in a situation of danger to themselves or others around them. However, at all times the agreed policy for physical intervention and safe restraint must be adhered to. If staff, visitors, volunteers are working with students alone they will, wherever possible, be visible to other members of staff. They will be expected to inform another member of staff of their whereabouts in college, who they are with and for how long and what they are doing. Doors, ideally, should have a clear glass panel in them and be left open / unobscured. All staff will have access to and be expected to know our college's policy for physical intervention and safe restraint.

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All adults that come into regular contact with students at our college, will be recorded on our Single Central Record.

See [Staff Handbook 07.28.01 /Code of Conduct Policy 07.37.01](#) for details.

Safer Students Records and Monitoring

If we are concerned about the welfare or safety of any child, we will record our concern and contact Student Welfare. Any information recorded will be kept securely. Copies of referrals, invitations to child protection conferences or multi-agency discussions and meetings, core groups and reports will also be stored securely.

Reports of a concern must be signed and dated by the person with the concern.

If a student leaves our college we will ensure that our Student Welfare Manager makes contact with the Designated Safeguarding Lead at the following school and the file will be forwarded under confidential cover. Acknowledgement of receipt will be sought from the receiving professional.

Child Protection Conferences/ Multi-Agency Planning Meetings

A child protection conference will be convened if a referral has been made and, following an investigation, the findings have considered the child to be at risk of harm or if the child is already subject to a child protection plan. A review conference is held to monitor the safety of the child and the required reduction in risk. Child protection conferences can be upsetting for parents. We recognise that we are likely to have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to Children's Social Care services or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

Staff may be required to attend child protection conferences or core group meetings to represent the college. The person attending will need to have as much relevant up to date information about the child as possible. This is most likely to be available from a personal support tutor. All reports for child protection conferences will be prepared in advance using the required county report format. The information contained in the report will be shared with parents at least one day before the initial child protection conference and at least 48 hours before the review conference and should be prepared using the county report format for conference.

For further advice on anything in relation to this policy speak to the Student Welfare Manager or visit the LSCB website at www.suffolkscb.org.uk.

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The College is aware of the new Sexual Violence legislation that came out in December 2017. We define Sexual Violence as:-

- Rape, assault by penetration and sexual assault.

We class consent as:-

- vaginal anal or oral penetration only if she/he agrees by choice to that penetration and has the capacity to make that choice. Each event of penetration has to be agreed to e.g. oral, anal or vaginal and conditions can also be set e.g. condom wearing. Consent can be removed at any time.

We class Sexual Harassment as:-

- Unwanted conduct of a sexual nature. This can occur online and offline. This is in reference to student on student sexual harassment for the purpose of this document.
- violation of dignity, intimidates or humiliates and creates a hostile, offensive or sexualised environment.
- sexualised comments, sexual jokes and physical behaviour.

We understand that Online sexual harassment :_

- Might include non-consensual sharing of sexual images or videos and sexual comments in several or stand-alone occasions. These behaviours in students need to be reported to Student Welfare because they are developmentally harmful to students. We use the term 'harmful sexual behaviours'. We understand that sexting with now be known as **Youth produced sexual images**.

We understand that

- the use of bail conductions has been reduced by police since April 2017. Instead the term released under investigation or RUL is more likely to be used.

We have a risk assessment in place to deal with incidents of the above.

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