

## SAFEGUARDING AND CHILD PROTECTION POLICY

<b>Audience</b>	All stakeholders – staff, students, trustees, members, parents, work experience placements and visitors
<b>Status / review cycle</b>	Statutory / Annual
<b>Current review</b>	September 2022
<b>Next review</b>	September 2023
<b>Review committee</b>	Strategy and Policy Committee
<b>Staff lead</b>	Sagar Patel, Assistant Principal, Student Services, Designated Safeguarding Lead (DSL)
<b>Trustee lead</b>	Benjamin Obese-Jecty – Safeguarding Link Trustee

### 1. Introduction

Safeguarding and promoting the welfare of children is everyone’s responsibility. Everyone who comes into contact with children and their families has a role to play in safeguarding (Keeping Children Safe in Education (KCSIE) 2022). College staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating. In order to fulfil this responsibility, effectively, all professionals should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.

The College staff form part of the wider safeguarding system for children. The College will work with safeguarding partners (local authorities, the police, health services and other services) to promote the welfare of children and protect them from harm (Working Together to Safeguard Children (WTSC), 2018)

### Policy statement

Safeguarding is the College’s primary responsibility, and all stakeholders are responsible for doing their utmost to keep students safe. The College is fully committed to meeting its obligations under the legislative framework and maintaining a culture of vigilance at all times. Child Protection forms part of the College’s safeguarding responsibilities.

### Definitions

Safeguarding and promoting the welfare of children means:

- protecting children from maltreatment
- preventing impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

Child Protection is a part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Significant harm covers the four categories of harm applied to children (i.e. physical, sexual, emotional and neglect), but also includes serious financial or material exploitation.

Early Help Assessment means providing support as soon as a problem emerges at any point in a child’s life, from the foundation years through to the teenage years.

Staff refers to all those working for or on behalf of the College, full or part-time, temporary or permanent, in either a paid or voluntary basis.

Child means any person under the age of 18 (i.e. those who have not yet reached their 18th birthday).

Vulnerable adult means any person who needs to access community care services by reason of mental or other disability or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation because of mental or other disability or illness.

Parents refers to birth parents and other adults who are in a parenting role, for example stepparents, foster carers and adoptive parents.

### **Staffing and responsibilities**

The Student Welfare Team comprises seven core staff members and Tutor Team Leaders who all contribute to the leading of operational aspects of safeguarding and student welfare:

1. The Designated Safeguarding Lead (DSL) is the Assistant Principal – Student Services
2. A Deputy Designated Safeguarding Lead (DDSL) is the Director of Safeguarding (a Tutor Team Leader – REH, as maternity cover until December 2022)
3. A Deputy Designated Safeguarding Lead (DDSL) is the Director of Student Development and Behaviour
4. Mental Health Advisor/Specialist Assessor
5. College Nurse
6. Student Counselling Services Co-ordinator
7. College Counsellor
8. Tutor Team Leaders

The following roles and responsibilities are summarised from KCSIE 2022:

The Academy Trust should ensure that the College has appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and protect children's welfare. This includes the Safeguarding and Child Protection Policy, the Staff Code of Conduct and dealing with allegations of abuse against members of staff and volunteers, and that these are updated regularly.

The Safeguarding Link Trustee will take a leading role within the Academy Trust in ensuring Trustees carry out their responsibilities outlined above.

The Principal will ensure that policies and procedures, adopted by the Academy Trust and particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff.

The Assistant Principal – Student Services (Designated Safeguarding Lead) takes lead responsibility for safeguarding and child protection within the College.

Director of Safeguarding & EDI (Deputy Designated Safeguarding Lead) co-ordinates and manages the Student Welfare Team and operational aspects of safeguarding. In addition, the Link Trustee for Safeguarding liaises with the Assistant Principal - Student Services and Director of Safeguarding & EDI on specific aspects, including the response to new legislation and the Joint Review of the Student Services and Safeguarding and EDI SARs. Further detail about roles and responsibilities are outlined in the Safeguarding & Child Protection Procedures.

## Monitoring and review

- The Safeguarding Link Trustee reports to the Board of Trustees through a standing agenda item.
- Director of Safeguarding & EDI (DDSL), writes a Safeguarding & EDI SAR, will report to the Assistant Principal - Student Services about any safeguarding matters that can contribute to the Safeguarding & EDI SAR. Whenever possible, the Link Trustee for safeguarding attends the Safeguarding & EDI SAR and/or the Student Services SAR reviews.
- The Student Welfare Team, who have specific safeguarding training, meet at least termly on a formal basis which is used to deliver updates, share training, review cases and identify areas which require further support.
- The trustees are actively involved in Safeguarding and have regular safeguarding training. They review cases where appropriate and have annual oversight of the Safeguarding & EDI, Student Development & Behaviour and Student Services SAR reviews.
- This policy itself is reviewed at regular intervals as required by changes in government policy, and also according to the review schedule agreed by the Board of Trustees.

## Record keeping

An accurate record should be made whenever there is a concern about a child or vulnerable adult in terms of risk of harm or safeguarding. For any new safeguarding concern, staff must use the 'Expression of Concern' on the student's database page which will be submitted to the DSL and DDSLs. Any record should be fully completed upon submission. For students with ongoing concerns relevant new information should be recorded by the appropriate Safeguarding Team member in the secure Welfare area on the database.

## Managing a disclosure

If a student makes a disclosure, then these steps must be followed:

1. Never promise confidentiality
2. Listen and reassure
3. Do not probe or make accusations
4. Make notes and record the disclosure
5. Refer the disclosure to the DSL or DDSL

Full guidance on how to handle and refer a disclosure are contained in the Safeguarding & Child Protection Procedures.

## Information Sharing and Confidentiality

Information sharing is vital in identifying and tackling all forms of abuse and neglect. KCSIE 2022 states in paragraph 115, 'As part of meeting a child's needs, it is important for governing bodies and proprietors to recognise the importance of information sharing between practitioners and local agencies.' The College Safeguarding Procedures and Data Protection Policy state the arrangements and processes we have in place for the sharing of information with other Safeguarding Partners as required.

Staff should never promise a student that they will not tell anyone about an allegation, as this may ultimately not be in the best interests of the student. Further guidance on managing confidentiality can be found in the DfE publication *Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers, 2018*. The Data Protection Act 2018 and GDPR do not prevent, or limit, the sharing of information for the

purposes of keeping children safe. KCSIE 2022 clearly states in paragraph 119, 'Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare and protect the safety of children.'

## **Transferring of Records**

It is important that all child protection records are transferred at each stage of a child's education, up until the age of 18, or in some cases, beyond. The responsibility for transfer of records lies with the originating setting, as the receiving setting might not otherwise know that child protection concerns exist. The onus is therefore on the originating setting to facilitate the secure transfer of records, not on the receiving setting to make contact and collect the records. Paper or electronic records containing child protection information must be transferred in the most secure method available to the establishment. Whether CP files are passed on by hand, by post or electronically, written evidence of this transfer appropriately signed and dated, should be retained by both the originating and receiving setting. After enrolment, the College will also email each school with a list of students who have transferred to the College as a further way of checking if any concerns exist.

When students transfer from one educational establishment to another (either at the normal transfer stage or as the result of a move where records of child protection/welfare concerns exist) records should be sent to the receiving school as soon as possible and within 5 days of an in-year transfer or within the first 5 days of a new term. Where relevant, the social worker needs to be made aware of this transfer. This transfer should be arranged separately from the main student file in line with KCSIE 2022.

## **2. Aim and objectives**

### **Overarching aim**

The College aims to create and maintain a safe environment for all students, staff, volunteers, and visitors, and is committed to working with all partners. We recognise our responsibility towards our students in our care at college. This policy includes the relevant guidance of the Surrey Safeguarding Children Partnership.

### **Key objectives**

- To promote an environment that is safe, where staff and students treat each other with mutual respect and develop good relationships built on trust.
- To provide a systematic means of supporting young people and vulnerable adults known or thought to be at risk of harm.
- To work co-operatively with external agencies such as local authority services and the Police, referring any young person when requested by the young person, or when it is deemed necessary by the College in compliance with Data Protection Act 2018.
- To give all staff and trustees annual awareness training in matters of safeguarding and child protection
- To ensure all staff are aware of safeguarding incidents and/or behaviours that can be associated with factors outside of College and/or can occur between children outside of College.
- To ensure that all staff are inducted into the College Safeguarding and Child Protection Policy and Procedures and, in particular, how to respond to a student who discloses abuse, a student whom may be being abused or a student who is at risk of significant harm.
- To ensure that the Esher Sixth Form College Corporation is fully aware of its child protection responsibilities and that a nominated Trustee has oversight of safeguarding and child protection issues.
- To raise student awareness of these matters and make them aware of sources of help through the pastoral curriculum and the activities that support it, including how to disclose a concern.

- To monitor and review the Safeguarding and Child Protection Policy as part of a planned review cycle.
- To fully implement the Recruitment and Selection of Staff Procedures to ensure that all staff are subject to the relevant checks on appointment.
- To maintain and update a Single Central Record on all staff who work at the College.
- To develop structured Safeguarding and Child Protection Procedures which will be followed by all members of the College staff in cases of suspected abuse.

To ensure that relevant information about a young person or vulnerable adult at risk of harm is shared safely and securely with appropriate staff within the College.

### 3. Child protection

#### Statutory responsibilities

The Children Act 1989 places a duty on local authorities to take steps to protect children in appropriate circumstances and gives certain powers to the Police so they are able to protect children from abuse. Although Colleges have been separated from local authorities since the Act came into force, the DfE Circular 10/95 point 63 states: "FE and 6th form colleges have a statutory duty to assist social services departments on child protection issues".

In addition, the Criminal Justice and Court Services Act 2000 deals with disclosure and lists those convictions which bar offenders from working with children in 'regulated positions'. Under the Children Act 2004, colleges are required to work closely with a range of agencies involved with children's services.

The College recognises that following the independent review of the vetting and barring scheme in 2011, the Protection of Freedoms Act 2012 has introduced further changes including a new Disclosure and Barring Service.

#### Guidance

KCSIE 2022 maintains a statutory responsibility to keep children safe and to refer concerns to the appropriate authorities. Staff need to be updated annually about College procedures. Staff need to be vetted on recruitment. There must be a Designated Safeguarding Lead.

The KCSIE 2022 guidance provides information on County Lines, Domestic Abuse, Children Missing from Education and Child on Child Abuse, with a particular focus upon sexual violence and sexual harassment. The College will seek at all times to keep up to date with legislative developments and guidance from the DfE, as well as with additional guidance from, for example, Surrey Children Safeguarding Partnership.

#### Categories of abuse

Abuse and neglect leading to significant harm can involve any one or more of the following:

- **Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent 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. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.
- **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.
- **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.
- **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.

### **Specific safeguarding issues**

All staff will be made aware of safeguarding issues which put students in danger through annual training and termly updates. These areas of focus will include:

- Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)
- Child on Child abuse (including Harmful Sexual Behaviour)
- Female Genital Mutilation
- Mental Health
- Contextual Safeguarding

Further guidance on each of the issues is available on the DfE website, in KCSIE 2022 annex A and resources on both Staff and Student Portals.

### **Maintaining professional boundaries**

A relationship of trust exists where a teacher, member of staff or volunteer is in a position of power or influence over a student by virtue of the work or nature of the activity being undertaken. Those in a position of trust must carry the responsibility of ensuring that they do not abuse their position or put themselves in a position where allegations of abuse of trust, whether justified or unfounded, could be made. For further information see the Staff Code of Conduct.

### **Allegations against staff - Sexual and Physical**

#### Sexual

Any form of sexual relationship between staff and students is expressly forbidden, and expectations are clearly set out in the Staff Code of Conduct.

#### Physical

In terms of physical abuse, all staff are informed that they must use physical intervention only as a last resort, such as when a student is endangering him/herself or other students, and at all times minimal force must be used.

If a student makes an allegation of sexual or physical abuse against a member of staff then College Disciplinary Procedures are followed. The Principal will decide whether the member of staff should be suspended on full pay whilst these procedures are undertaken. The Principal will also inform the police and the Local Authority Designated Officer (LADO) of the allegation and co-operate fully with them in any enquiries they may wish to follow. If a concern (including allegations) does not meet the harm threshold (referred to KCISE 2022 as 'low-level' concern) the guidance in the updated Safeguarding and Child Protection Procedures 2022 must be followed.

## **Confidential Reporting (Whistleblowing)**

The vast majority of people who work with children are well motivated and would never harm a child or young person. However, Esher Sixth Form College promotes a culture that ensures all staff and volunteers are willing and comfortable to voice their concerns if need be. Students cannot be expected to raise concerns in an environment where staff fail to do so. All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues. Full details can be found in the separate Confidential Reporting Policy.

## **Reporting to the LADO**

The College will routinely report to the LADO in any case involving concerns of malpractice, abuse or poor professional practice by:

- a local authority or
- a College employee or
- a volunteer or
- a paid or unpaid carer, relative or friend or
- an employee of a private care agency, or
- an employee of another organisation providing care to the vulnerable adult

## **Visits and work experience**

The College expects that any students on work or volunteering placements that involve working with children or vulnerable adults will be supervised at all times. This expectation is made clear to all institutions accepting Esher Sixth Form College students on placements within the 'Offer of Work or Volunteering Placement' email. This is sent to all placement providers once the placement has been confirmed by the student, provider, parent and work experience coordinator on the Unifrog placements tool. By completing the questionnaire via the Unifrog placement tool, providers confirm they have appropriate risk assessments, liability insurance and supervision in place, in line with the government's expectations for work experience providers. The 'Offer of Work or Volunteering Placement' email states key points of contact for a safeguarding or Prevent-related concern and directs placements to where the 'Safeguarding and Child Protection Policy' can be accessed and read. The 'Details and Agreement Form' requires confirmation from the placement that the 'Safeguarding and Child Protection Policy' and has been read and understood.

Consequently, it is the College's expectation that there will be no need for students to have DBS checks in connection with their placements. If, despite this, the hosting institution insists on a DBS check for a student, it will be the College's responsibility to carry out and pay for this check. The College will monitor the work of the DBS (Disclosure and Barring Service) and respond to new requirements as appropriate. Enhanced Disclosure and Barring Service checks, as additional safeguards, will be made where appropriate.

## **Vetting of staff**

Esher Sixth Form College follows the Government guidelines on safer recruitment included in the most recent guidance KCSIE 2022. These regulations require the College to maintain a Single Central Record, undertake a range of specified checks on our staff and to ensure that relevant supply staff have been properly checked. In addition, the College follows SFCA guidance on personnel matters.

## **Vetting of events, external speakers, visitors and contractors**

The College adopts best practice in dealing with risks to students from adults not employed by the College. Details of this are contained in the Safeguarding and Child Protection Procedures, Safeguarding Guidelines for Contractors, Health and Safety Guidelines for Visitors and Contractors and External Speakers Procedures.

## **4. Looked After Children, Previously Looked After Children and Care Leavers**

The Designated Teacher (usually the Director of Safeguarding & EDI) will act as key contact and adviser for a Looked After Child or a previously Looked After Child during their time at the College. The Designated Teacher will meet on a termly basis with the student, their social worker and carers to update a Personal Education Plan. The student's attendance is recorded weekly with Welfare Call LAC Ltd. More specific guidance regarding Looked After Children can be found in the Safeguarding Procedures.

## **5. Child on Child abuse & Online Safety**

### **Child on Child Abuse**

The Safeguarding and Child Protection Procedures, Cause for Concern Procedures and Student Code of Conduct outlines the action that will be taken if a student reports that they do not feel safe. Robust action consistent with the Cause for Concern Procedures is taken if there are allegations of bullying (including cyber bullying), abuse in an intimate relationship, physical abuse, sexual violence/harassment, up skirting, consensual/non-consensual sharing of nude/semi-nude images/videos and initiation/hazing type violence/rituals.

The College is proactive in educating students through a range of activities and events during their time at the College through the Your Start at Esher Induction, the Personal Development Programme, events and displays. Staff expertise is developed through INSET and training. External partnerships with police, local authorities, health providers and other external agencies help ensure that the College community is place of mutual respect.

When a disclosure of Child on Child harmful sexual behaviour is made, the College's response will need to be in line with guidance outlined in Part 5 of KCSIE 2022. Students are to be reminded regularly of the ways in which they can disclose incidents and access support. This includes:

- Speaking to a DSL or member of the Student Welfare Team
- Speaking to their tutor or TTL
- Speaking to any other trusted member of staff
- Emailing [safeguarding@esher.ac.uk](mailto:safeguarding@esher.ac.uk)
- Completing the 'Anonymous Safeguarding Report' form

Sometimes a disclosure will necessitate a referral to the police and/or children's services. Wherever possible this will be done with the student's and parent's or carer's consent.

It is worth noting that harmful sexual behaviour exists on a spectrum, and all members of staff and students have a role to play in creating and maintaining a culture that does not tolerate even low-level behaviour that could be considered Child on Child abuse (e.g. sexist name calling) and challenging behaviour of this nature.



## Online Safety

- The 'E-Safety Overview' is a headline document that provides key information about how we can keep students safe when online, including how we make use of filtering (Diladele Web Safety) and monitoring (Smoothwall) software.
- Students are always reminded to adhere to Student Code of Conduct, making particular reference to the IT Code of Conduct.
- With Microsoft Teams, all 'live' and one to one (if both student and teacher have given consent to use video) sessions may be recorded for teaching, learning and safeguarding purposes. Students and staff should be respectful of other users in the language that they use and in their onscreen behaviour.
- In addition to the internal support and guidance, please also refer to these external sources:
  - Internet matters - for support for parents and carers to keep their children safe online
  - London Grid for Learning - for support for parents and carers to keep their children safe online
  - Net-aware - for support for parents and careers from the NSPCC
  - Parent info - for support for parents and carers to keep their children safe online
  - Thinkuknow - for advice from the National Crime Agency to stay safe online
  - UK Safer Internet Centre - advice for parents and carers
  - Childline - for support
  - [Report Remove: Remove a nude image shared online | Childline](#)
  - CEOP - for advice on making a report about online abuse

## 6. Searching, Confiscation, Restraint, an appropriate adult & Health and Safety

### Searching, Confiscation and Restraint

The 'Searching, Confiscation and Restraint Procedures' are written in response to Department for Education advice entitled 'Use of reasonable force' (2013) and 'Searching, screening and confiscation' (2022). The College will exercise the powers within the procedures if it has clear evidence that this is necessary. Accordingly, the 'Searching, Confiscation and Restraint Procedures' sets out the procedures that will be followed if there is a belief that college staff need to search, confiscate or examine items, and if prohibited items are found, the process for the confiscation and disposal of items. The procedures for reasonable force or restraint, if so required, are also present.

### An appropriate adult

If there are any ongoing enquiries about a student under section 47 of the Children Act 1989 or regarding a police investigation at College, the DSL or a member of the safeguarding team present will ensure that an appropriate adult is present to provide support. More specific guidance can be found in the Searching, Confiscation and Restraint Procedures.

### Health and safety

This specific form of safeguarding overlaps with the Health and Safety Policy. For clarity, pure health and safety risks that are not related to what is generally understood to be safeguarding (as defined in Section 1) these risks are addressed through the College Health and Safety Policy, rather than in this document.

## 7. Fitness to Study & Reasonable Adjustment

Esher Sixth Form College is an educational institution for full time students. It has included in its mission statement the commitment to tailoring its education to individual needs and promoting inclusivity and tolerance. This philosophy

underpins how we strive to make 'reasonable adjustment' and provide 'best endeavour' for any student. In doing so we fully comply with the Equality Act 2010 and the Children and Families Act 2014 and our Public Sector Equality duties.

It is important, however, to be clear about what is reasonable in an educational setting and the limits to the individual support that can be provided within a sixth form college, as outlined in our Fitness to Study & Reasonable Adjustment Procedures. Our staff provide outstanding care for all students, but there will be times when a student's physical or mental health are so affected that they are no longer able, despite support both internal to the College and externally, to maintain reasonable academic progress.

## 8. Prevent

### Statutory responsibility

All colleges have a duty under the Counter-Terrorism and Security Act 2015 to have 'due regard to the need to prevent people from being drawn into terrorism'.

### Guidance

The *Prevent Duty Guidance: for further education institutions in England and Wales* from HM Government outlines how to interpret the legal duty on colleges and two key 'Preventing radicalisation' issues outlined are:

- **Extremism** is the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs.
- **Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

### Key aims

Under the legal duty, Esher Sixth Form College will aim to comply with the following expectations:

- Assess *risk* of radicalisation in the local area and/or at Esher Sixth Form College
- Develop a *risk assessment* and *action* plan to reduce this risk
- Train staff to *recognise* radicalisation and extremism
- Work in *partnership* with other partners
- Establish *referral* mechanisms and refer people to Channel
- Maintain records and reports to show *compliance*
- Have appropriate *IT policies* in place

Further detail on how each expectation will be complied with is provided in the separate Safeguarding & Child Protection Procedures. In addition, the 'British Values - Position Paper' published on the Staff Portal (student version on the College Portal) outlines strategies that we undertake to promote 'British Values' at Esher Sixth Form College

## 9. Raising awareness

### Staff and trustee training

Esher Sixth Form College will ensure that:

- The DSL and DDSL's will receive training in inter-agency procedures to provide the knowledge and skills needed to fulfil their responsibilities and will undertake refresher training at 2 yearly intervals.
- All new members of staff and Trustees are made aware of the College's Safeguarding and Child Protection Policy and Safeguarding and Child Protection Procedures during their induction into the College and all staff and Trustees will undertake suitable refresher training annually.
- Safer recruitment training is completed by identified senior staff and the Personnel Manager.

## **Student Wellbeing and Education**

The College is committed to ensuring that all students are kept safe. Among the procedures and methods used to meet this commitment (and not otherwise detailed in this policy) are the following:

- Student Induction ensures that all students are aware of Safeguarding, ID Lanyards and Cards, Student Code of Conduct, Cause for Concern Procedures and IT Policies.
- The Health and Safety Policy is enforced and discussed with all students before they start their programmes. Applicable policies are used effectively to ensure a safe environment.
- The Personal Development Programme includes activities which ensure students think about their personal safety.
- College Displays and information on the portal directing students to key internal and external support and advice available, including College Counsellors, Mental Health First Aiders, Mental Health Adviser and College Nurse.
- Students are encouraged to disclose any difficulties (e.g mental or physical health, difficult family circumstances) so that appropriate support can be put in place.
- The College proactively gathers information about the wellbeing of students and by requesting any safeguarding or child protection files from schools.

## **10. The Human Rights Act (HRA), the Equality Act, the Public Sector Equality Duty (PSED)**

The College will act and ensure policies and procedures are in accordance with the conventions set out in the [HRA](#).

In the context of safeguarding, being subjected to harassment, violence and or abuse, including that of a sexual nature, may breach any or all of these rights, depending on the nature of the conduct and the circumstances.

According to the [Equality Act](#), schools and colleges must not unlawfully discriminate against pupils because of their sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity, or sexual orientation (protected characteristics). In the context of safeguarding, the College will support students with regard to particular protected characteristics and also be aware and vigilant of the implicit biases in systems and spaces that those with protected characteristics may face.

In accordance with the [PSED](#), the College will ensure specific consideration is given to the equality implications of decisions and policies. Staff are aware of disproportionate vulnerabilities and the greater risk of harm to certain students.

## **11. Other documentation associated with this policy**

- Safeguarding and Child Protection Procedures
- Student Services SAR
- Safeguarding & EDI SAR
- Recruitment and Selection of Staff Procedures

- Health and Safety leaflet given out to all contract workers
- Safeguarding Guidelines for Contractors
- Health and Safety Policy
- Site Procedures
- ID Cards and Lanyards Staff and Student Guides
- The Student Code of Conduct
- Confidential Reporting Policy
- Cause for Concern Procedures
- Single Central Record Introduction 2021
- External Speakers Procedures
- Staff Code of Conduct
- Terms of Reference – Link Trustee
- IT Policy (various)
- Safeguarding File Transfer Procedures
- Staff Disciplinary Procedure
- Searching, Confiscation and Restraint Procedures
- E-Safety Overview
- Information for Visitors and Contractors