



SAFEGUARDING POLICY

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Safeguarding Policy

Policy Statement

- 1.0 For the purpose of clarity, the collective term student will be used which includes the following: children, young people and adults at risk and those enrolled at College who do not fall within the identified groups.
- 1.1 Nescot College has a statutory and moral duty to ensure that the College functions with a view to safeguarding and promoting the welfare of students and expects all governors, staff and volunteers to share this commitment. This includes safeguarding students from the risk of being drawn into terrorism including non-violent extremism which can create an atmosphere conducive to terrorism and can popularise views which terrorists support.
- 1.2 The governing body is committed to ensuring that the College:
 - Provides a safe environment for students to learn in, this responsibility extends to all students involved in courses or activities that come under the responsibility of the College
 - All staff demonstrate high standards of safeguarding and can identify students who are suffering, or likely to suffer significant harm
 - Takes appropriate action to see that such students are kept safe, both at home and at the College
 - Works with local partners, families and communities to ensure that students are safe from the threat of terrorism
 - Has due regard of the need to prevent people from being drawn into terrorism and ensures that its teaching is consistent with the law and British values.
- 1.3 Nescot College, guided by the policies and procedures of Surrey Safeguarding Children Board (SSCB) and Surrey Safeguarding Adults Board, is committed to early intervention strategies as part of a wider safeguarding and in the wellbeing system. This includes the prevention of radicalisation which is listed as a specific safeguarding issue within this statutory guidance and is addressed within the Government Prevent Strategy.
- 1.4 The College fully recognises its responsibility to protect and promote the safety and in the wellbeing of students. We are proactive in collaborating with other agencies and value multi-agency working.
- 1.5 The College recognises that every staff member has a legal duty to report cases of known or suspected abuse, no matter how small or trivial they may seem. We acknowledge that students may be subjected to neglect, emotional, physical or sexual abuse (as defined in the Children's Act 1989 & 2004) putting them at risk of significant harm and/ or exploitation.
More detailed break-down of types of abuse and areas of concern can be found in the safeguarding procedures.
- 1.6 All allegations of abuse will be taken seriously and treated in accordance with the College's Safeguarding Policies and Procedures. Any governor or staff member can make a referral internally or externally and can ask the safeguarding team to review the situation if they believe the situation has not improved.

- 1.7 The College will advise all students of the behaviour and conduct they can expect from staff and volunteers and what to do if they experience or suspect abuse.

2.0 Designated staff with Responsibility for Child Protection

- 2.1 The College is required to have a Designated Safeguarding Lead, who is responsible for ensuring that any disclosures or suspicions of abuse are reported to the appropriate agency. The Vice Principal of College Services is the College's Designated Safeguarding Lead. He/ she is supported by a team of safeguarding specialists. The team includes five Deputy Safeguarding Leads, a Student Welfare Officer and three Student Attendance Mentors all of whom are trained in safeguarding.
- 2.2 The Deputy Principal is the Designated College Lead for Looked-After Children. It is his/ her responsibility to promote the welfare and educational achievement of looked-after children and care leavers by ensuring that:
- All possible steps are taken to oversee the identification of looked after children who enrol at the College, in order that appropriate financial, academic, social and emotional support can be offered
 - It is recognise that potentially looked-after children are a particularly vulnerable group and they are supported by our Student Attendance Mentors to establish a positive relationship and to support achievement in education.
- 2.3 The College Safeguarding team will all be trained and receive refresher training as appropriate and in line with legislation and good practice guidance.
- 2.4 The College is committed to supporting, resourcing and training those who work with, or who come into contact with students, in order to ensure appropriate supervision and care. This training will be given on induction, annually and updated in line with legislation and good practice guidance.
- 2.5 The Safeguarding Team will ensure that Prevent has been adopted by the college's mainstream processes and will identify if the college requires any advice and support from the local Prevent Team or partner agencies.

3.0 Definitions

- 3.1 For the purposes of the Safeguarding Policy:
- i) A 'child' is a young person under the age of 18 years;
 - ii) An 'adult at risk' is someone aged 18+, who may be at risk because of a mental, physical or learning disability as well as/or illness and cannot always take care of themselves, or protect themselves against harm or exploitation

For the purpose of clarity we will use the term Student to include those above.

- 3.2 'Staff' means all employees – full-time, part-time, variable hours, fractional and zero hours – and all agency, sub-contractor, contract and volunteer staff working for the College.
- 3.3 Student means any person enrolled on a programme of study at the College.

- 3.4 'Significant harm' must be judged on a case by case basis. There is no one absolute legal definition. Issues to consider in judging whether the threshold of significant harm has been reached must include consideration of the degree and extent, duration and frequency of harm and whether it was pre-meditated.
- 3.5 'Safeguarding' has been defined by the Government as 'The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully.'
- 3.6 'Safeguarding Lead' refers to the Vice Principal of Corporate Services or to his deputies. Student allegations of abuse can be reported to any of the College Safeguarding team. Allegations of abuse by a member of staff are detailed in section 7 of this policy.
- 3.7 'Designated Officer', previously known as Local Authority Designated Officer, is responsible for coordinating the response to concerns that an adult who works with children may have caused them harm.
- 3.8 The 'Prevent Strategy' has three main objectives:
- Responding to the ideological challenge of terrorism and the threat we face from those who promote it
 - Preventing people from being drawn into terrorism and ensure that they are given appropriate advice and support
 - Working with sectors and institutions where there are risks of radicalisation.

4.0 Scope

- 4.1 The Safeguarding Policy applies to all students, staff, governors, visitors, volunteers and agency contractors working both within the College or outside while on official college business, which includes apprenticeships, work placement and educational visits.
- 4.2 Policies linked to this Safeguarding Policy include the Safeguarding Procedures, E-Safety Policy & Procedures, Work Experience Policy & Procedures; Criminal Records Check (DBS) Procedure, Whistle-blowing Policy and Fit-to-Study Policy.

5.0 Aims of the policy

- 5.1 The Safeguarding Policy aims to:
- i) Support all students' development in ways that will foster security, confidence and independence
 - ii) Provide an environment in which students can learn and feel safe, secure, valued and respected, feel confident, and know how to approach staff if they are in difficulties, believing they will be effectively listened to
 - iii) To ensure a safe environment is maintained, students are routinely searched for unauthorised or illegal items. Nescot has the statutory power to search students and their belongings, where there are reasonable grounds for suspicion and without

- consent. This is a condition of enrolment, whereby students give their consent to being searched
- iv) Raise the awareness of all teaching and support staff of their responsibility to identify students who are suffering, or are likely to suffer, significant harm and the steps that they must take
 - v) Ensure that all allegations of abuse are appropriately and effectively handled by staff being aware of systems, procedures and policies in connection with safeguarding.
- 5.2 In addition to working with the Safeguarding Leads, staff should be aware that they may be asked to contribute to whatever actions are needed to safeguard and promote a student's welfare and that safeguarding is everyone's responsibility.
- 5.3 Support the development of effective working partnerships with other agencies, including the Police, Surrey Safeguarding Children Board, health agencies or housing trusts to enable a co-ordinated approach where more than one agency needs to be notified.
- 5.4 To ensure that all staff who have access to students have been checked for their suitability to work with them; including verification of their identity, qualifications, and a satisfactory Barred List and Criminal Record Check (according to guidance ¹), and a single central record is kept for audit purposes.
- 5.5 To provide a systematic means of monitoring students, who are known or thought to be at risk of harm, and ensure, the College, contributes to assessments of need and support packages for them.
- 5.6 To emphasise the need for good levels of communication and ensure that appropriate information is shared in a timely way with colleagues and Local Authority agencies.
- 5.7 To develop a structured procedure within the College which will be followed by all members of the College community in cases of suspected abuse.

6.0 Allegations of abuse of a child

- 6.1 Any allegations or suspicions of abuse against a student must be reported immediately to a member of the Safeguarding team, ensuring that the College Safeguarding Procedures are followed at all times.
- 6.2 The Safeguarding Lead will confidentially record the disclosure on Pro-monitor, including the following: student name, date of birth, address, contact telephone numbers, any known family details and any other relevant details. These details will then be logged on the safeguarding referral database on SharePoint.
- 6.3 The Safeguarding Lead will refer the case to Children's Social Care or Police Child Protection Unit, where appropriate. The police and children's services have the primary legal responsibility to protect children and investigate allegations of abuse.

¹ Guidance regarding DBS checks is currently in "Keeping children safe in education – statutory guidance for schools and colleges" April 2014

- 6.4 If the Safeguarding Lead is unsure of the appropriate course of action to take, s/he will always seek the advice of a trained social worker by contacting the Area Child Protection Advice Centre or the Designated Officer.

7.0 Allegations of abuse against a staff member

- 7.1 The Principal is responsible for ensuring that any allegations of abuse by a staff member are immediately reported to the Local Area Designated Officer. Responsibility for referring any allegations of abuse against a staff member to the Designated Officer is delegated to the Designated Safeguarding Lead.
- 7.2 Any allegations of abuse against a staff member must be reported immediately to the Designated Safeguarding Lead who will liaise with the Director of Human Resources who is also a Deputy Safeguarding Lead. The Designated Safeguarding Lead will have a maximum of 24 hours to refer the matter to the Local Area Designated Officer. The Designated Officer will advise the College on the procedural steps that must be followed.
- 7.3 In the event of an allegation of abuse against the Principal, the Chair of the Board of Governors would immediately notify the Local Area Designated Officer, who would advise the College of the appropriate procedural steps to take.
- 7.4 Contact details for the Chair of the Board of Governors can be obtained from the Clerk to the Governors

8.0 Allegations of abuse against a student

- 8.1 As part of the duty to safeguard and to promote the welfare of all children (a child is under 18 years of age) and adults at risk who attend Nescot (including Nestots), or are legitimately on site for other reasons, all applicants should declare on their application forms if they have any convictions, bind-overs or cautions spent or unspent, bearing in mind that the amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure. Guidance and criteria on the filtering of these cautions and convictions can be found on the Disclosure and Barring Service website www.gov.uk/dbs. Any student who either has a criminal prosecution pending, bail conditions or is convicted of a criminal offence during their enrolment must inform the Safeguarding Team of the nature of the conviction, even if it does not relate directly to their course. If this is not declared then potentially the College could withdraw any offer of enrolment due to falsification of the information on the application form, or if already enrolled then could result in withdrawal. Having a conviction will not necessarily bar someone from studying as this would be dependent upon the circumstances and background to their offence(s) and if they pose a risk* to children and vulnerable adults that access the site.

*This includes those who have:

1. Been cautioned or convicted for a relevant offence; or
2. Engaged in relevant conduct in relation to children and/or vulnerable adults [i.e. an action or inaction (neglect) that has harmed a child or vulnerable adult or put them at risk of harm]; or

3. Satisfied the Harm Test in relation to children and/or vulnerable adults. [i.e. there has been no relevant conduct (i.e. no action or inaction) but a risk of harm to a child or vulnerable adult still exists].

9 Legislation underpinning the policy

- 9.1 This policy will be implemented in accordance with all existing and emerging legislation, including:

Education

- The Children Act 1989 and 2004
- Education Act 2002, 2011
- The Education (Health Standards) (England) Regulations 2003
- The Further Education (Providers of Education) (England) (Regulations) 2006
- The Education (Pupil Referral Units) (Application of Enactment) (England) Regulations 2007 as amended by SI 2010/1919, SI 2012/1201, SI 2012/1825, SI 2012/3158
- DfEE Circular 10/95 (Protecting Children From Abuse: The Role Of The Education Service)
- Working Together to Safeguard Children (updated March 2015)
- Keeping Children Safe in Education (Updated March 2015)
- 'No Secrets' guidance on developing and implementing multi-agency policies and procedures to protect vulnerable adults from abuse (2000)

Police

- Police Act 1997
- The Police Act 1997 (Criminal Records) Regulations 2002 as amended
- The Police Act 1997 (Criminal Records) (No 2) Regulations 2009, as amended

Other

- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Equality Act 2010
- The Common Law Duty of Care
- The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended
- Surrey Safeguarding Children Board SSCB (formerly the Surrey Area Child Protection Committee), Child Protection Procedures
- CONTEST, the United Kingdom's strategy for countering terrorism 2011
- PREVENT strategy 2011
- Counter-Terrorism and Security Act 2015
- What to do if you're worried a child is being abused (March 2015)
- Care Act 2014
- Mental Capacity Act 2005
- Information Sharing 2015

10.0 Monitoring and Review

- 10.1 This Policy is to be reviewed by the Board of Governors on an annual basis.
- 10.2 The internal monitoring of the implementation of this policy will be the responsibility of the Assistant Principal Corporate Services, who will produce an annual safeguarding report for the Board of Governors.

- 10.3 The Deputy Principal has responsibility for ensuring that this policy and its associated procedures remain appropriate and comply with changes in legislation in relation to the protection of children.



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Safeguarding Procedures 2015/16

All College staff have a duty to actively promote the safety and wellbeing of students, especially young people aged under 18 years' old and adults at risk. Adults at risk include those aged over 18 who have needs for care and support who might receive support from external agencies. However, all students can become emotionally and physically vulnerable at any time, sometimes for short periods or longer, as a result of circumstances, such as bereavement, domestic violence, homelessness, financial problems or alcohol and substance misuse. There is a statutory duty to report if it is known or believed that a young person or adult at risk has been subject to or may be subject to abuse (emotional, physical, sexual, and financial) or neglect.

It is also important to recognise that early intervention can help to prevent problems from escalating. Nescot is committed to early intervention, and as such these procedures are intended to guide you, if you have a particular concern about a student and who you should contact.

All staff must be alert to, and aware of the signs of abuse, these may include changes in behaviour or a failure to perform or develop as expected. However recognising abuse may be difficult and staff need to take notice not only of major incidents but also other signs which may cause you some concern.

Categories of abuse as defined in the Children's Act 1989 include:

Physical Abuse - May involve hitting, slapping, throwing, poisoning, burning or scalding, drowning, suffocation or causing other physical harm. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness.

Sexual Abuse – Involves forcing or enticing a child or young person into participating in or watching sexual activity. The acts may involve physical contact, including penetrative and non-penetrative acts. They may involve non-contact activities such involving children in looking at, or in the production of sexual images, watching sexual activities or encouraging children to behave in sexually inappropriate ways.

Emotional Abuse – Is the persistent emotional maltreatment of a child/young person such as to cause severe and adverse effects on their emotional development. It may involve conveying to children that they are worthless or unloved, or valued only insofar as they meet the needs of another person. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children to frequently feel frightened or in danger. Some level of emotional abuse is involved in all types of maltreatment of a child/young person, though it may occur alone.

Neglect – is the persistent or severe failure to meet a child or young person's basic physical and/or psychological needs, likely to result in serious impairment of the child's health or development. Neglect may involve a parent or carer failing to provide adequate food, clothing and shelter. Failure to protect a child from physical and emotional harm or the failure to ensure access to appropriate medical care or treatment.

Further indicators of abuse for all students can include:

Physical Abuse – This includes hitting, slapping, pushing, kicking, rough handling or unnecessary physical force either deliberate or unintentional, misuse of medication, restraint or inappropriate sanctions.

Sexual Abuse – This includes rape and sexual assault or sexual acts to which the adult at risk has not consented, or could not consent to, or is pressured into consenting.

Psychological Abuse – This includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliating, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

Financial or Material Abuse – This includes theft, fraud, exploitation, pressure in connection with wills, property, enduring power of attorney, or inheritance or financial transactions, or the inappropriate use, misuse or misappropriation of property, possessions or benefit.

Neglect and Acts of Omission – This includes ignoring or withholding medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition, clothing and heating.

Discriminatory Abuse – This includes racist, sexist, or other forms that are based on a person's disability and other forms of harassment, or similar treatment.

Self-neglect This is not a direct form of abuse but staff need to be aware that we may owe duty of care to a vulnerable individual who places him/herself at risk in this way

Reasons for concern might include:

Concern	Refer to	What happens next?
<p>At risk of or suffering from significant harm You are concerned that a student is at risk due to physical/emotional/sexual harm including exploitation/financial (gang or youth violence) or neglect</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>Member of the safeguarding team will discuss the referral with you; arrange to meet the student and will take notes of their meeting, and will be responsible for any necessary follow up action with other agencies.</p> <p>Referral to children's/adult services or police will be made within 24 hours and will be confirmed in writing, within 48hrs.</p> <p>The safeguarding team member will record the details on the safeguarding database.</p>
<p>Alcohol/ substance misuse including 'legal highs' You are concerned that a student is harming themselves or at risk of harm through alcohol or substance misuse. This can include being parented or being cared for by an adult that abuses drugs or alcohol.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p> <p>Safeguarding team and include Group Tutor, Head of Department. Refer to police if necessary; e.g. aggressive behaviour towards others.</p>	<p>Member of the safeguarding team will arrange to meet with the student and may refer them to an agency and will record the details on the safeguarding database.</p> <p>Invoke disciplinary procedure and/or mentoring/counselling support offered.</p> <p>The safeguarding team member will record the details on the safeguarding database. Fit to Study policy can be actioned if they are not fit to be at college.</p>
<p>A student is concealing illegal or dangerous items You believe that a student is carrying illegal items (e.g. drugs, including 'legal highs') or something dangerous (e.g. knife) and you would like a search to be requested.</p>	<p>Safeguarding team Duty Manager/ Security and Head of Department. Refer to police if necessary</p>	<p>Security & Duty Manager will accompany the staff member to meet with the student. The power to search will be used where there is reasonable grounds for suspicion that a student has an illegal or dangerous item in their possession. The searcher can use a hand held metal detector, search their bag and pat down a person's clothing.</p> <p>If any drugs or dangerous items are found, they will be confiscated immediately and the police will be called if appropriate. If the student is under 18 years their parents/carers will be contacted.</p>

		<p>Disciplinary procedures will be followed.</p> <p>The safeguarding team member will record the details on the safeguarding database.</p>
<p>Allegations against staff</p> <p>You have an allegation or child protection concern about a member of staff working with children or adults at risk which indicates they have</p> <ul style="list-style-type: none"> • Behaved in a way that has harmed or may harm a child or adult at risk • Possibly committed a criminal offence against or related to a child or adult at risk • Behaved towards a child, adults at risk in a way that indicates that they would pose a risk of harm 	<p>Not via Promonitor</p>	<p>Allegations need to be reported immediately to:</p> <p>Barry Wastnidge bwastnidge@nescot.ac.uk 0208 394 3004</p> <p>Or</p> <p>Donna Patterson dpatterson@nescot.ac.uk 0208 394 3318</p>
<p>Bullying and harassment</p> <p>You are concerned that a student is being bullied or harassed, either within or outside College.</p> <p>Bullying may be direct or indirect, and may involve texting, emails, Facebook etc.</p>	<p>Safeguarding Team through Promonitor or safeguarding@nescot.ac.uk and include Head of Department</p>	<p>Safeguarding Team/ The Head of Department (HoD) will note all relevant details and will liaise with the victim, bully/bullies and any other stakeholders as required to seek a resolution, which may include invoking disciplinary procedures.</p> <p>Safeguarding team member will record details on the safeguarding database including the Director of Progression and Performance to monitor occurrences. Ongoing mentoring support can be offered to victim and perpetrator.</p> <p>The Director of Progression and Performance will oversee the analysis of information and ensure that it is reported at Equality & Diversity Working Party meetings every term.</p>

<p>Child Sexual Exploitation (CSE)</p> <p>You are concerned that a student may be at risk of CSE, which is an illegal activity by people who have power over children and young people and use it to sexually abuse them. This can involve a broad range of exploitive activity, from seemingly 'consensual' relationships and informal exchanges of sex for attention, accommodation, gifts or cigarettes, through to very serious organised crime.</p>	<p>Safeguarding Team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>If the risk is immediate and urgent, and there is clear evidence of an offence, Safeguarding team will refer to the Police immediately.</p> <p>Safeguarding team to Complete SSCB CSE assessment tool and will refer to Children's Service or Emergency Duty Team if appropriate or explore early help options. Safeguarding team will record all concerns and decisions on to safeguarding database.</p>
<p>Child Trafficking/ Modern Slavery</p> <p>You are concerned that a student may be at risk of or subjected to child/human trafficking, which is the exploitation of a person for financial or sexual purposes – e.g. prostitution, drugs running, underage working, forced labour and domestic servitude.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>The safeguarding team will make a referral to Children's Services and/or the police.</p> <p>Safeguarding team will record all concerns and decisions on to safeguarding database.</p>
<p>Domestic Violence</p> <p>You are concerned that a young person or adult is in a violent relationship or that they are affected by witnessing domestic violence at home. This can also include them being the perpetrator of domestic violence.</p> <p>Domestic violence can include psychological, physical, sexual, financial, emotional abuse and 'honour based violence. Any disclosure of abuse should therefore be treated seriously and as a potential child protection concern.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>The safeguarding team will make a referral to Children's Services and/or the police.</p> <p>When any professional becomes aware of domestic abuse within a family they should make an assessment as to the impact on the child and ascertain whether there are any other young children or vulnerable adults being subjected to domestic violence.</p> <p>Safeguarding team will record all concerns and decisions on to safeguarding database.</p>
<p>E-Safety:</p> <p>A young person is putting themselves or someone else at risk through, for example, unsafe use of the internet, accessing inappropriate websites</p>	<p>Safeguarding team and E-Safety Officer through Promonitor</p>	<p>A Safeguarding team member will contact the E-Safety Officer immediately, who will investigate your concern and meet with any relevant parties as required, will record the details on the safeguarding database and will inform the relevant HOD through Promonitor.</p>

<p>his/her will where duress is a factor. (Please note: Arranged marriage is an entirely separate issue and must not be confused with forced marriage). Forced marriage is when you face physical pressure to marry (e.g. threats, physical violence) or emotional and psychological pressure (e.g. if you are made to feel like you're bringing shame on your family).</p> <p>Honour Based Violence will often go hand in hand with forced marriages, although this is not always the case. Honour based violence is an international term used by many cultures for justification of abuse and violence. It is defined as "an incident or crime which has or may have been committed to protect or defend the honour of the family and or the community."</p>		<p>Children's Services (if the person is under 18 and the threat is not immediate within 24 hours). ; Or the Forced Marriage Unit 0207 008 0151 (if the person is over 18 years).</p>
<p>Homelessness You think that a student is at risk of homelessness, or has been made homeless.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>Safeguarding team will arrange to meet with the student to discuss short, medium and long-term support required and update the Safeguarding database with all notes. Parents will be contacted if student is under 18 to establish if young person is missing or absent from home.</p> <p>A referral may be made to children's services or Local Authority emergency housing service.</p> <p>In some instances short term support can be made available via the Student Finance Team in Student Services.</p>
<p>Mental Health and well-being Where there are concerns around a student's mental state – how they are feeling and how well they can cope with day-to-day life. Mental wellbeing can change, from day to day, month to month or year to year.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>Safeguarding team will meet with the student and offer access to further support.</p> <p>If the student is under 18 years their parents/carers may be contacted if appropriate.</p> <p>Referral could be made to children's services/adult social care, mental health services or college councillor.</p>

<p>We all have times when we have low mental wellbeing – when we feel sad or stressed, or find it difficult to cope. For example, when we suffer some sort of loss; experience loneliness or relationships problems; or are worried about work or money. Sometimes, there is no clear reason why we experience a period of poor mental health.</p> <p>Mental health problems can include depression, stress and anxiety, sleep disturbance, eating and body image, types of personality disorder, mania, bipolar, psychosis, hearing voices and schizophrenia.</p>		<p>A “fit to study” assessment will be undertaken if young person not fit to be at college (refer to fit to study policy)</p>
<p>Radicalisation & Extremism, PREVENT Strategy Where there are concerns that a student is becoming radicalised and involved in an organisation which could harm the student and the community.</p> <p>Prevent is a strand of the Government counter terrorism strategy – CONTEST. Everyone has a role to play in supporting the aim of CONTEST. You can do this by remaining vigilant and reporting any suspicious activity which can include someone who:</p> <ul style="list-style-type: none"> • Is behaving differently for no obvious reason • Travels for long periods of time but is vague about where they are going • Buying or storing large amounts of chemicals for no obvious reason • Visits or sends out links to extremist internet sites • Is recording and documenting information in a crowded location 	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>The safeguarding team will refer concerns to:</p> <ul style="list-style-type: none"> • Anti-Terrorist Hotline: 0800 789 321 • Crime stoppers: 0800 555 111 • Relevant Police force: 101 • www.gov.uk/report-suspicious-activity-to-mi5 • www.gov.uk/report-terrorism • PREVENT Co-ordinator • Children’s Services • Channel Panel <p><u>Channel</u> may be appropriate for anyone who is vulnerable to being drawn into any form of terrorism. Channel is about ensuring that vulnerable children and adults of any faith, ethnicity or background receive support before their</p>

<ul style="list-style-type: none"> • And includes activity at a property that doesn't fit day to day life <p>The age and profile of our students make it crucial to be involved in the PREVENT Strategy and prevent people being drawn into terrorism by:</p> <ul style="list-style-type: none"> • Promoting and reinforcing shared values • Breaking down segregation among different student communities by supporting inter-faith and inter-cultural understanding • Ensuring student safety and providing an environment that is free from bullying, harassment and discrimination • Supporting students who may be at risk and providing appropriate advice and guidance • Ensuring students and staff are aware of their roles and responsibilities in preventing violent and non-violent extremism 		<p>vulnerabilities are exploited by those that would want them to embrace terrorism, and before they become involved in criminal terrorist related activity.</p>
<p>Self-Harm and Suicidal Behaviour</p> <ul style="list-style-type: none"> • Suicidal-intent - You are concerned that a student may attempt suicide; has indicated that they are having suicidal thoughts; discloses that they have previously attempted suicide; or that they have taken tablets or undertaken any other seriously self-harming activity • Self-harm – Describes a wide range of things that people do to themselves in a deliberate and usually hidden way. Self- 	<p>Medical emergency (High Risk)</p> <ol style="list-style-type: none"> 1) Emergency Services & Ambulance (if the danger is immediate) 2) Safeguarding team 3) College Nurse <p>Raised Risk</p> <ol style="list-style-type: none"> 1) Safeguarding team 2) College nurse 3) Counsellor 	<p><u>Best practice</u>:- if student is coherent, you can call 111 when you need medical help fast but it's not a 999 emergency</p> <p>A member of the safeguarding team will meet with the student immediately and make an assessment of the best course of action. In the event that:</p> <ol style="list-style-type: none"> i) The student has taken tablets or undertaken some other method to pose immediate harm to him- or herself, immediate medical attention will be sought. ii) Students will be asked for consent to contact a parent/carer; if consent is not offered, contact will need to be made anyway to parents/carers of those aged under 18 years or adults at risk.

<p>harm can involve: Cutting, burning, punching, bruising, inserting or swallowing objects, head banging, pulling out hair, eyelashes, restrictive or binge eating, overdosing or sniffing harmful substances</p> <ul style="list-style-type: none"> • (Mental Health Foundation 2006) The term self-harm is often used as an encompassing term referring to suicidal thoughts and attempted suicide • Self-Injury- is any act which involves deliberately inflicting pain and/or injury on the body, but without suicidal intent. Self-injury is seen as a coping mechanism with the aim of relieving emotional distress. <p>Although self-harming behaviour is relied on as an attempt to cope and manage and may not be intentionally suicidal, it must be recognised that the emotional distress that leads to self-harm can also lead to suicidal thoughts and actions.</p>	<p>Low Risk</p> <ol style="list-style-type: none"> 1) Safeguarding team 2) College nurse 3) Counsellor 	<ol style="list-style-type: none"> iii) Referral will be made to Children's services within 24 hours iv) A "fit to study" assessment will be undertaken before the student is permitted to return to College v) Referral to mental health or counsellor will be assigned to support the student; vi) If the student has previously attempted suicide, may be at risk of suicide and/or has expressed suicidal thoughts, a SAM/mentor will be assigned to support the student.
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Vulnerable groups and how we support them:

Vulnerable Groups	Refer to	What happens next?
<p>Adult at risk</p> <p>An 'adult at risk' is defined by the department of health as a person aged 18 years or older who is or may be in need of community care services by reason of mental or other disability, age 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.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>An adult at risk is someone who is unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation. One way to evaluate whether or not someone can take care of themselves is to assess their mental capacity to make decisions about their own safety. In the</p>

<p>Characteristics/factors that might make someone more at risk of harm include:</p> <ul style="list-style-type: none"> • Not having mental capacity to make decisions about their own safety – including having fluctuating mental capacity associated with mental illness • Communication difficulties • Physical dependency – being dependent on others for personal care and activities of daily life • Low self-esteem • Experience of abuse • Childhood experience of abuse • Being cared for in a care setting where they are more or less dependent on others • Not getting the right amount or the right kind of care that they need • Living in a family with multiple problems • Isolation and social exclusion • Stigma and discrimination • Lack of access to information and support • Being the focus of anti-social behaviour 		<p>safeguarding context, mental capacity is the ability of a person to:</p> <ul style="list-style-type: none"> • Understand the implications of their situation and the risks to themselves • Take action themselves to prevent abuse • Participate to the fullest extent possible in decision making about interventions involving them, be they life-changing events or everyday matters <p>The Safeguarding team will liaise with Adult Social Care to ensure that adults at risk are protected against significant harm and exploitation.</p>
<p>Looked After Children/Care Leavers/ Unaccompanied Asylum Seekers</p> <p>You know that a student is looked after by a Local Authority, in foster care or may be in transition from care to independent living.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>Tell the Safeguarding team, who will ensure that this information is appropriately shared via Promonitor and that the student is offered an extra support meeting at least once a term with the group tutor /SAMs who will liaise with allocated social worker.</p>
<p>Young Carers</p> <p>You know that a student is a young carer for a family member.</p>	<p>Safeguarding team through Promonitor or safeguarding@nescot.ac.uk</p>	<p>Tell the Safeguarding team, who will ensure that this information is appropriately shared via Promonitor and that the student is offered an extra support meeting at least once a term with</p>

		the group tutor /SAMs and external agencies if appropriate.
Young Parents/pregnancy Student has disclosed that she is pregnant.	Safeguarding team through Promonitor or safeguarding@nescot.ac.uk Include Head of Department	If the student does not intend to proceed with the pregnancy the Safeguarding team will help to arrange access to appropriate support services or counsellor. If the student intends to proceed with a full-term pregnancy <ul style="list-style-type: none"> - The group tutor is responsible for the on-going risk assessment for the student and updating actions listed on Promonitor. - The safeguarding team offer the student ongoing support and will ensure the student is given an appointment time to meet the nurse.

Referring a concern

If you are concerned that a student is:

- At risk of abuse, or has been subjected to abuse (physical, emotional, sexual, neglect)
- Is involved in alcohol or drug misuse, self-harm, homelessness etc.
- Has experienced any form of bullying

Contact immediately the Safeguarding Team.

You should do this by:

1. Placing a brief confidential comment into Promonitor, which will automatically be sent to the Safeguarding Team, outlining that a safeguarding concern has been raised, giving the following details:
 - i. **Comment Type:** Potential Safeguarding Issue
 - ii. **Confidentiality Level:** 3 Safeguarding Officer only
 - iii. **FAO: NOT required:** email will be sent automatically

- iv. **Comment:** How the issue was raised in brief (e.g. Phone Call)
 - v. **Reason:** Safeguarding
 - vi. **Link to Meeting: NOT required**
 - vii. **Link to Course:** List the course unit in which the issue was raised
2. You will be contacted for the full details of the issue by the Safeguarding Team on receipt of your comment either through Promonitor, by email, by phone or in person.
 3. Where Promonitor is not available contact either the Designated Safeguarding Lead or one of his Deputy Safeguarding Leads (see who to contact pg. 15) via email, in person or by phone.
 4. Or use the new dedicated email service – safeguarding@nescot.ac.uk
 5. Non-emergency referrals for vulnerable groups of learners can be made via Promonitor to the safeguarding team

Contacting the safeguarding team

The Designated Safeguarding Lead and Deputy Safeguarding Leads form the safeguarding team.

Designated Safeguarding Lead

- The Vice Principal of Corporate Services, Barry Wastnidge, is the Designated Safeguarding Lead and can be contacted on 020 8394 3004 or by email at bwastnidge@nescot.ac.uk .

Allegations of abuse against a staff member need to be reported immediately to Barry Wastnidge on bwastnidge@nescot.ac.uk or Donna Patterson dpatterson@nescot.ac.uk and not via **Promonitor**.

- **Allegations of abuse against the Principal need to be reported immediately to Chair of Governors via Donna Patterson dpatterson@nescot.ac.uk 0208 394 3318**

College Safeguarding Team

Deputy Safeguarding Lead
Deputy Safeguarding Lead
Deputy Safeguarding Lead
Deputy Safeguarding Lead
Deputy Safeguarding Lead
Deputy Safeguarding Lead
Deputy Safeguarding Lead

Name

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Janice Davis
Rob Greening
Adele Stewart
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Carly Brook
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