

Safeguarding & Child Protection Policy

Policy Title:

Equality Impact Assessment Tool Name of Policy: Safeguarding and Child Protection Policy

	Yes/No	Comments
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**SUFFOLK NEW COLLEGE
SAFEGUARDING AND CHILD PROTECTION POLICY**

1.

Prevent training for new staff is a mandatory component of the

The Policy should be followed if there is a concern that a young person or vulnerable adult is in need of protection. It should also be followed if a member of staff or a learner suspects that a

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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education and all staff should be aware of it and of their school or college's policy and procedures for dealing with it.

Neglect: Neglect is the persistent failure to meet a child or young person's basic physical and/or psychological needs, likely to result in the serious impairment of the young person's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Neglect may involve a parent / carer failing to:

- Ç Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Ç Protect a young person from physical and emotional harm or danger
- Ç Ensure adequate supervision (including the use of inadequate care-givers)
- Ç Ensure access to appropriate medical care or treatment
- Ç Be responsiveness to a young person's basic emotional needs.

Safeguarding Issues:

College commitment:

Staff recognise it is our duty to ensure that we do all we can to eradicate child-on-child abuse or any form of sexual violence, abuse or harassment from the College. We want our college to continue to be a safe place for people to come and learn, free from judgement, abuse and discrimination. On occasions where incidents do occur, we want our learners to feel empowered to step forward, stand up and talk about their experiences. As such, we are absolutely committed to ensuring that when learners witness or encounter anything that causes them concern, or makes them feel uncomfortable, that they can come forward safe in the knowledge that staff will deal with concerns and issues appropriately and sensitively. We will not tolerate child-on-child abuse and so will fully support learners, taking appropriate action(s) as required, for any breaches to our policies and offence caused to others.

All staff have an important role to play in preventing it and responding where they believe a child / young person may be at risk. This section of the Policy therefore reflects the C

to identify harmful sexual behaviour, by ensuring that learners can more easily recognise and understand what constitutes harmful sexual behaviour:



(credit source: Professor Simon Hacket, 2010)

Reporting systems for learners to report abuse

There are various ways that learners can confidentially report abuse, these are:

(a) Internal-

Reporting directly to a member of staff

- Reporting via the Student Support email address; support@suffolk.ac.uk
- Reporting to one of the Safeguarding Team either in person or by calling 01473 382738
- Reporting via the dedicated 'It's Never Ok' email address; itsneverok@suffolk.ac.uk
- Reporting via the dedicated 'It's Never Ok' telephone line; 01473 382205
- Reporting via their MySNC account by clicking on the 'Keep Me Safe' tab, which takes learners to a 'Stop It' Bullying report form, sent directly once completed to Student Support

(b)External-

- Ç Local SARCs ñ Sexual Assault Referral Centres
- Ç Police on 101, or by dialling 999 if urgent police assistance is required
- Ç NSPCC's dedicated Report Abuse in Education helpline 0800 136 663 or via email help@nspcc.org.uk
- Ç Directly via the relevant social media platform (Facebook, Instagram, TikTok, Snapchat, Twitter).

Learners will be listened to, supported and their concerns will be taken seriously.

Receiving the initial report

The initial response from a member of staff is crucial, as referenced within Keeping Children Safe in Education 2023; 'How the college responds to a report can encourage or undermine the confidence of future victims of sexual violence and sexual harassment to report or come forward':

- Ç The staff member to whom the child / young person discloses must recognise that they have been placed by the child in a position of trust. They should therefore be supportive and respectful of the child

- Ç Essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe
- Ç Abuse that occurs online or outside of the College should not be downplayed and should be treated equally seriously
- Ç A victim should never be given the impression that they are creating a problem in reporting sexual harassment or violence
- Ç Nor should a victim ever be made to feel ashamed for making a report
- Ç Being told 'it happened ages ago' makes it no less important
- Ç Where the concern includes an online element, staff must not view or forward illegal images of a child.

Reporting the concern (all staff)

Staff must follow the College's safeguarding reporting procedures by submitting the information on MyConcern in the usual way (refer section 7 of this Policy).

Responding to the concern (the Safeguarding Team)

Each behaviour will be considered within the context of what is normal behaviour developmentally (refer p10 of this Policy), whilst also considering the needs of the child or young person displaying the harmful sexual behaviour.

The Safeguarding Team will make an assessment of 'Risk and Needs' when responding to a report of child-on-child abuse. This framework will provide the Safeguarding Team with the foundation for a calm, considered and appropriate response to any reports. This 'Risk and Needs' assessment will consider:

- Ç The victim, especially their protection and support
- Ç Whether there have been any other victims
- Ç The alleged perpetrator(s)
- Ç All the other children and young people (and if appropriate adult learners and staff), especially any actions that are appropriate to protect them from the alleged perpetrator(s) (including whether they share the same classroom or transport) or from future harms.

The Safeguarding Team will liaise with children's social care services and specialist services as required, receiving professional risk assessments from social workers and / or sexual violence specialists where appropriate.

Important, initial considerations by the Safeguarding Team will include:

- Ç The wishes of the victim in terms of how they want to proceed. This will however need to be balanced with the College's duty and responsibilities to protect other children
- Ç The nature of the alleged incident(s), including whether a crime may have been committed and / or whether harmful sexual behaviour has been displayed
- Ç The ages of the children involved
- Ç The developmental stages of the children involved
- Ç Any power imbalance between the children. For example, is the alleged perpetrator(s) significantly older, more mature or more confident? Does the victim have a disability or learning difficulty?
- Ç If the alleged incident is a one-off or a sustained pattern of abuse
- Ç That sexual violence and sexual harassment can take place within intimate personal relationships between peers
- Ç Are there ongoing risks to the victim, other children, adult students or staff?

Ç Other related issues and wider context, including any links to child sexual exploitation and

activity, in exchange for something the victim needs or wants and / or for the financial advantage or increased status of the perpetrator or facilitator and / or through the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the sole purpose of exploitation.

Child Criminal Exploitation (CCE)

Some specific forms of CCE can include children being forced or manipulated into transporting drugs or money through County Lines, working in cannabis factories, shoplifting or pickpocketing. They can also be forced or manipulated into committing vehicle crime or threatening / committing serious violence to others. Children can become trapped by this type of exploitation, as perpetrators can threaten victims (and their families) with violence or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others.

As children involved in criminal exploitation often commit crimes themselves, their vulnerability as victims is not always recognised by adults and professionals, (particularly older children), and they are not treated as victims despite the harm they have experienced. They may still have been criminally exploited even if the activity appears to be something

- Ç Is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources.

Domestic Abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and / or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long-term impact on their health, well-being, development, and ability to learn.

Female Genital Mutilation (FGM)

There is a specific legal duty on teachers - If a teacher, in the course of their work in the profession, discovers that an act of FGM appears to have been carried out on a girl under the age of 18, the teacher must report this to the police.

Forced Marriage

Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some perpetrators use perceived cultural practices to coerce a person into marriage.

- Ç Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.

Risk factors that might increase the likelihood of involvement in serious violence include:

- Ç Being male
- Ç Having been frequently absent or permanently excluded
- Ç Having experienced child maltreatment
- Ç Having been involved in offending, such as theft or robbery

Online Safety

E-Safety is an essential part of safeguarding at the College. The College recognises its duty to ensure that all learners and staff are protected from potential harm when using mobile or smart technology and social media.

Computers, tablets, mobile phones, smart watches, games consoles, Apps and social media, are an important part of everyday life which present positive and exciting opportunities, as well as challenges and risks. Suffolk New College will empower learners to acquire the knowledge needed to use mobile technology and social media in a safe, considered and respectful way, develop high levels of digital skills and develop their resilience so that they can manage and respond to online risks, as well as prepare for future learning opportunities and employment.

The College recognises that many learners have unlimited / unrestricted access to the internet via mobile phone networks. It is further recognised that as a result, some learners will use their mobile and / or smart technology to:

- Ç Sexually harass their peer43(g)4.08sco68543(i)2.985(r 3(a)4.005-19.967 -31543()-2.01543()-16.3

Ç **COMMERCE** - risks such as online gambling, inappropriate advertising, phishing and or financial scams.

The College has appropriate monitoring and filtering procedures in place to limit a learner's exposure to online risks, taking account of the Department for Education's newly published 'Filtering & Monitoring Standards'.

The College recognises the importance of regularly testing and reviewing the effectiveness of our filtering and monitoring systems.

The College's E-Safety Policy is updated and reviewed at least annually, alongside published guidance and updates, including from the UK Centre for Internet Safety (UKCIS).

Children at potentially greater risk of harm

In line with Keeping Children Safe in Education September 2023, the College recognises that some learners may be at potentially greater risk of harm:

Children who need a Social Worker (Child in Need and Child Protection Plans)

A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged. The College recognises that some learners may be at potentially greater risk of harm:

dealing with looked after children and previously looked after children, it is important that all agencies work together and prompt action is taken when necessary to safeguard these children, who are a particularly vulnerable group

In any such situation, the member of staff must report this directly to the Police by calling 101, before reporting as urgent to a member of the Safeguarding Team.

Staff should, where possible, make it clear to a person that they cannot guarantee confidentiality.

consider context outside the home and enable a contextual approach to assessing harm / risk of harm.

Action may also include making contact with the police, which will be done in line with the National Police Chiefs' Council (NPCC) published guidance for schools and colleges.

duty to safeguard learners from abuse and harm encompasses our response to allegations

The allegation should not be investigated by the College at this stage. The Head of Human Resources or the Deputy CEO must contact the Local Authority Designated Officer (LADO) as soon as an allegation or concern is raised on lado@suffolk.gov.uk or 0300 123 2044.

Whilst not the employer of a supply teacher, the College recognises its responsibility to ensure any allegations against supply staff are dealt with properly. The Head of Human Resources or Deputy CEO will contact the relevant employment agency to discuss whether it is appropriate to suspend the supply teacher, or re-deploy them to another part of the College. The Head of Human Resources or Deputy CEO will usually take the lead, recognising that the respective agency will not have access to the information that may be requested by the

The Head of Human Resources or Deputy CEO will inform the DSL of the learner making the allegation against a member of staff and will keep a record of the allegation made. However, the DSL will not record this information within MyConcern.

The College will refer to the Disclosure and Barring Service when appropriate and will take professional advice from other agencies as necessary.

The College is under an obligation to notify any future employers if an ex-member of staff is a danger to or concern for working with vulnerable children and young adults.

Where an allegation is determined to be unsubstantiated or malicious, the matter will in the first instance be referred to social care services to determine whether the child or young person is in need of services, or may have been abused by someone else.

If an allegation is shown to be deliberately invented or malicious, the College will consider whether any disciplinary action is appropriate.

Non-recent allegations

In the event that an adult makes an allegation to the College that they were abused as a child, the individual shall be advised to report the allegation to the police. Non-recent allegations made by a child, shall be reported to the LADO

A low level concern is any concern that an adult working in or on behalf of the College has acted in a way that:

Is inconsistent with the Staff Code of Conduct (including expectations made of supply staff, volunteers and contractors), including inappropriate conduct outside of work

Does not meet the allegations threshold or is not considered serious enough to refer to the Local Authority Designated Officer (LADO).

Low level concerns may arise in several ways and from a number of sources, such as through suspicion, complaint or disclosure made by a learner, parent / carer or other adult within or outside of the College or as a result of vetting checks undertaken.

Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour

These records will be kept confidential, held securely in compliance with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR). Reports shall be reviewed such that any potential patterns of inappropriate behaviour can be identified and action(s) taken ñ any reports about supply staff and contractors shall 3(e)4.00543()-13.00184.0054n(b)4.00543(o)4.00543

13. SAFEGUARDING & CHILD PROTECTION TRAINING

The DSL is responsible for ensuring introductory safeguarding training is accessed by all new staff, to familiarise them with safeguarding and child protection issues. Safeguarding and Prevent training for new staff is a mandatory component of their Induction, facilitated through the completion of TES training modules online. Completion of this training is monitored by the College's Safeguarding & Prevent Officers.

Individual behaviour plans and risk assessments can help reduce and manage challenging behaviours.

Such events must be reported to the individual's line manager and written records kept.

ChildLine	0800 1111	
NSPCC	0808 800 5000	
Samaritans	116 123 (24 hours)	
SHELTER	0808 800 4444 for urgent housing advice (homelessness) (Monday - Friday 8am to 8pm // weekends 9am to 5pm)	
NHS 111	111 for urgent medical help or advice that is not life threatening	
Social Services (dependent upon area where the learner resides)	Suffolk County Council	0808 800 4005
	Essex County Council	0345 603 7627
	Norfolk County Council	0344 800 8021
Police	999 for emergencies 101 for non-urgent issues	