

1. Introduction

Everyone who comes into contact with children, young people and their families has a role to play in safeguarding. College staff are important as they are in a position to identify concerns early and provide help for students to prevent concerns from escalating.

This policy and procedure has been developed to address the responsibilities of the College in respect of providing a safe environment for students, staff and visitors to the College in line with our legal responsibilities towards children, young people and vulnerable adults. It provides guidelines on the fully-inclusive and integrated safer practices adopted by the College to ensure safeguarding and arrangements to address concerns. It should be read in conjunction with other key policies identified at the end of this document (Health & Safety, Recruitment, Equality, Bullying & Harassment and Whistleblowing). Sensitivity will always be applied where disclosure involves someone with a protected characteristic.

In developing the policy we have taken account of statutory guidance issued by the *Department for Education in its publication: "Keeping Children Safe in Education"* and other relevant bodies including the Cumbria Local Safeguarding Children Board (CLSCB) and the Safeguarding Adults Service

The policy includes additional guidance to address the additional risks of child and young person sexual exploitation, female genital mutilation and the prevention of extremism.

An ethos of "**Notice, Check and Share**" will be developed to support the policy whereby disclosure of concerns will lead to immediate action by a member of staff through to the Safeguarding Team.

2. Policy Statement

Kendal College has a statutory and moral duty to ensure that it safeguards and promotes the welfare of children, young people and vulnerable adults receiving education and training or accessing other services at the College. In addition the policy addresses responsibility for ensuring that staff are aware of what is expected of them and the actions they must take to prevent allegations of abuse being made against them under a theme of "**Notice, Check and Share**".

Throughout this policy and procedure, reference is made to "children and young people". A child is anyone under the age of 18. To ensure we provide a safe environment for all our young students, this policy also applies to young people aged over 18 and those who are considered vulnerable and who may be in need of community care services by reasons of mental health, age or illness. Appendix 1 provides further definitions, as well as a list of definitions of abuse.

The College is committed to ensuring that it:

- Provides a safe environment in which children, young people and vulnerable adults can learn
- Requires visitors to the College, trades people and short term contractors working at the College to sign in through signage directing them to reception or through advising them when appointments to visit the college are made (see also Visitors Policy for further detail). In respect of outside people using conference facilities, attending meetings or using the College restaurant and salons or undertaking longer term contractual work, their attendance is logged through minutes, bookings, contracts or participation records. Under "**Notice, Check and Share**", it

is the responsibility of all staff to challenge people in College who are not identified as visitors or whose presence in College is in question and report any concerns to a member of the Senior Management Team, Student Services or Estates team as appropriate.

- Incorporates design features into its buildings which takes the safeguarding of all its users into account, such as: clear vision panels in doors, extensive CCTV coverage of corridor areas, well lit external areas.
- Under “*Notice, Check and Share*” puts in place procedures to identify children, young people and vulnerable adults who are suffering, or likely to suffer, significant harm including risk of sexual exploitation, female genital mutilation and radicalisation.
- Takes appropriate action to see that such children, young people and vulnerable adults are kept safe, at the College and out of college through appropriate referral
- Never agrees to confidentiality where a safeguarding concern is raised but always acts in the interests of the child or young person
- Prepares staff for work with children, young people and vulnerable adults through safeguarding training including an awareness of preventing allegations of abuse against themselves and through introduction to the Code of Conduct.
- Contributes to inter-agency working in providing a co-ordinated offer of early help where additional needs are identified including through Section 17 or 47 assessment
- Develops a training programme to support staff understanding of key issues within safeguarding under ***Notice, Check and Share***, including those linked to the Prevent strategy and child sexual exploitation. Training will ensure staff are aware of their responsibilities within safeguarding and procedures to follow if they identify a concern. Refresher training will be provided at least every 3 years for all staff and more regularly for those working with vulnerable groups.
- Provides a range of training for students as part of their curriculum programme to raise awareness of the risks they face including those in respect of sexual exploitation, female genital mutilation, extremism and radicalisation as well as on-line safety through the availability of an on-line e-safety training course.
- Provides training for Governors on the College safeguarding responsibilities as a minimum every three years as part of the governor development programme and included in the new governor induction programme.
- Ensures a senior member of the Senior Management Team holds special responsibility for safeguarding (known as the Designated Person). That person shall be assisted by other members of staff in the Safeguarding Team with responsibility for safeguarding.

See summary flowchart appendix 2

3. Procedure

3.1 Senior Staff Member with Lead Responsibility

The designated person (DP) and senior member of staff with lead responsibility for safeguarding is Carole Drury – Director of External Relations and Client Services.

The DP will receive training in child protection issues and multi-agency working, as required by the CLSCB, and will keep up to date with developments in child protection issues.

The designated senior member of staff is responsible for:

- Raising awareness with staff on issues relating to the welfare of children, young people and vulnerable adults and the promotion of a safe environment for the

young people and vulnerable adults engaging in education and training on College courses or accessing College facilities

- Referring cases of suspected abuse or allegations to the relevant Multi Agency County Triage Team or other agencies including the Police
- Providing advice and support to other staff on issues relating to safeguarding in particular support for the emotional impact of disclosure and referral
- Maintaining a proper and confidential record of any referrals, complaints or concerns (even where that concern does not lead to a referral) and ensuring the security of the records including password protection of electronic records
- Making available via the College website and literature a summary of the College's policy on safeguarding
- Liaising with the Local Authority CLSCB, Cumbria Police, Social Services, Safeguarding Adults Co-ordinator and other appropriate agencies
- Liaising with South Lakes Federation secondary schools that send students to the College to ensure that appropriate arrangements are made and referral procedures are in place for those young people.
- Ensuring there is appropriate liaison with employers and training organisations that receive young people from the College on long term placements to ensure that appropriate safeguards and work placement checks are put in place in line with the work placement risk assessment policy
- Ensuring that staff receive basic training in safeguarding issues and are aware of the College's Safeguarding Children and Vulnerable Adults policy/procedure, including their responsibilities for referral processes and in ensuring there are no allegations of abuse made against them
- Delivering training to all new staff on the College's safeguarding procedures as part of their mandatory induction programme to include the *Notice, Check & Share* ethos.
- Ensuring that students receive training through the induction and tutorial programme
- Carrying out risk assessments with students who disclose a criminal conviction in respect of violence, sex offences or drug offences at application or enrolment stage to ensure the conviction does not pose a risk to young people and vulnerable adults in College
- Meeting with agencies who seek to enrol a student with a conviction to review the risk that person may pose to young people and vulnerable adults in College
- Attending case meetings called by CLSCB as required where it affects a young person attending College or planning to attend College

The DP will provide an annual report to the Corporation setting out how the College has discharged its duties. The DP is also responsible for reporting deficiencies in procedure or policy identified by the CLSCB (or others) to the Corporation at the earliest opportunity.

3.2 Designated Team with Responsibility for Child Protection

Having a team for safeguarding provides the College with a collaborative approach, ensuring greater opportunity for emerging parts of a potential safeguarding "jigsaw" to be pulled together. The team can also provide emotional support for members when dealing with particularly harrowing cases. Communication between members of the team is key to its success.

The team's role is to:

- Provide support for the emotional impact of disclosure
- Build partnerships with key referral organisations to ensure the College receives appropriate responses
- Create a culture where staff and students feel able to disclose areas of concern
- Review the safeguarding log of incidents to provide assurance that processes have been carried out appropriately with a positive outcome
- Undertake an initial review of the College safeguarding policy to ensure it is up-to-date and meets the requirements of the CLSCB
- Review training requirements and the impact of training carried out as well as training for the team to keep up to date with changes in processes and legislation
- identify any emerging issues including inter-agency communication, referral processes and response to new legislation

Membership of the Safeguarding Team, in addition to the designated person, has been designed to ensure there is a balance of male and female representatives as well as coverage of the two College sites, the Team consists of:

- Maggie Cawthorn, Director of Curriculum and Quality
- Matt Burke, Head of School, Arts and Media
- Louise Shrapnel, Director of Finance & Resources (Personnel)

The Team will meet as a minimum of once per term. An annual report to governors will include a breakdown of disclosure and referrals by equality strands to identify any causal links or gaps in support for learners.

3.3 Responsibility of the Board of Governors

The Board of Governors will ensure they comply with their duties under the legislation and ensure that policies and procedures and training are effective and comply with legal and statutory requirements by:

- Ensuring the College has in place up to date policies and procedures in line with the expectations of the Cumbria Local Safeguarding Children Board procedures and those of the Safeguarding Adults Board, and that are approved on an annual basis
- Receiving an annual report on compliance with the Safeguarding policy, including what training has been undertaken and that a safeguarding check of governors has been conducted under their annual declaration of interests
- Ensuring a member of the Board, usually the Chair, is nominated to liaise with external agencies, especially if there are allegations made against the Principal or the designated person
- Designating a member of staff with sufficient authority to take lead responsibility for safeguarding and who is trained at an appropriate level
- Ensuring all staff are trained to an appropriate level for their role
- Ensuring systems for the safe recruitment and induction of staff are in place and being used by all staff
- Ensuring that a staff behaviour policy, known as the Code of Conduct, is in place and is provided to all new staff through their induction, including temporary and volunteer staff

3.4 Radicalisation of Students and Counter Terrorism (Prevent)

The effects of terrorism and violent extremism have an impact on everyone in society and it is important that the College recognizes the positive contribution it can make to empowering young people to create communities that are resilient to extremism and to protect the well-being of any student who may be vulnerable to being drawn into violent extremist activity.

A definition of extremism is the vocal and active opposition to fundamental British values including democracy, rule of law, individual liberty and mutual respect and a tolerance of different faiths and beliefs.

“Prevent” is part of the Government’s strategy (CONTEST) to counter violent extremism as part of the Counter-terrorism and Security Act (CTSA) 2015. Prevent aims to stop people becoming terrorists or supporting terrorism. The Prevent Duty is the statutory guidance under section 29 of the CTSA and applies to all institutions funded by SFA or EFA

It is recognized that the nature and extent of the threat from violent extremism will vary across the country and that all communities can be affected, either directly or indirectly. It is therefore important that we equip Kendal College students with the knowledge and skills they need for the future through the identification of potential risk of violent extremism and how to keep themselves safe. Where a concern is raised that a student is vulnerable to being drawn into terrorism or vulnerable to radicalisation, they can be referred to the Channel Programme which is a voluntary programme focussing on providing support at an early stage.

The College will meet the requirements of the Prevent duty through achievement of the following objectives:

- Make specific reference to Prevent duty in policies and procedures
- Undertake active engagement with Police, local authorities and Prevent Co-ordinators
- Have a single point of contact for Prevent (Designated Person)
- Have in place processes for risk assessment where students may be drawn into terrorism including on external visits
- Providing training for staff and students on Prevent awareness, British values and factors/risks of being drawn into terrorism
- Have in place internet filters that exclude extremist content
- Ensure those who promote extremist views are not allowed in to college although the college needs to maintain particular regards to the duty to secure freedom of speech

To promote and reinforce shared values within our student community, the College will:

- Break down any identified segregation amongst different student communities and to engage all students in playing a full and active role in wider engagement in society
- Ensure student safety through a College that is free from bullying, harassment and intimidation
- Provide support for students who may be at risk
- Ensure staff and students are aware of their roles and responsibilities in preventing violent extremism
- Under **Notice, check and share**, ensure that all concerns are followed through
- Include training through the tutorial programme to students to make them more aware of Fundamental British Values including democracy, the rule of

law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

Concerns raised about an individual should be reported to the Designated Person in line with this policy and the ethos of **Notice, Check & Share**. Where there is a noticeable change in behaviour or appearance that suggests radicalisation, referral will be made via the CLSCB or via the Police.

If a concern is raised about a member of staff, then the College whistle-blowing policy will be invoked to ensure the safety of the person making the disclosure.

To ensure compliance with the duty, any incidences that are linked to Prevent Duty, will be noted and included in the annual safeguarding report to governors.

3.5 Child Sexual Exploitation

The sexual exploitation of children and young people has been identified across the United Kingdom, in both rural and urban areas. It affects boys and young men as well as girls and young women and can have a profound effect on every aspect of their lives. Sexual exploitation of children and young people is a crime where young people receive 'something' (eg food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money, mobile phones) as a result of their performing, and/or another or others performing on them, sexual activities. (See appendix 1- definitions of abuse).

There are strong links between children involved in sexual exploitation and other behaviours such as running away from home or care, bullying, self-harm, teenage pregnancy, truancy and substance misuse. In addition, some children are particularly vulnerable, for example, children with special needs, those in residential or foster care, those leaving care, migrant children, unaccompanied asylum seeking children, victims of forced marriage and those involved in gangs.

Under the **Notice, Check & Report** ethos, staff should raise concerns about any young person about whom they notice change or concern to a member of the Safeguarding team who will follow the procedure below in ensuring the concern is followed through.

3.6 Female Genital Mutilation

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) will place a statutory duty upon teachers, along with social workers and healthcare professionals, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18.

3.7 Dealing with Disclosure of Abuse and Procedure for Reporting Concerns

Staff are made aware of their responsibilities under safeguarding through training and induction including how to make an internal referral. Guidance provided in a summary document outlines how they should handle disclosure or awareness of a risk to a student.

Staff should never investigate concerns or allegations. Their role is to establish the basic facts and report them immediately to the Designated Person or member of the Safeguarding Team who will require the following information where available:

- a) Name, status and contact point
- b) Full name, address and date of birth of the young person or vulnerable adult

- c) Other information about household members eg siblings
- d) Professionals known to be involved with the family
- e) Reason for their concern and the way the information came to their attention.

The Designated Person or member of the Safeguarding Team will review the information received and follow referral instructions as identified in appendix. Where there is uncertainty, a meeting of the Safeguarding Team may be called to review the information provided and to support a decision. The level of support will be agreed and the appropriate referral made ie to Early Help Team or Safeguarding Hub (0333 240 1727) or using the Single Contact Form.

3.8 Safeguarding Checks Against Learners with Criminal Records

All full time applicants and part time enrolees to any training provision delivered in College or off site are asked to identify if they have a serious criminal conviction in respect of:

- Inclusion on the sex offenders' register
- Crimes related to violence against others eg GBH
- Possession with intent to supply or supplying controlled substances
- Schedule 1 offences against an under 18 year old

Interviews for full time students include a specific question on previous convictions and the College enrolment forms requires all enrolees to complete a yes/no question in respect of the offences listed above.

Where a potential student discloses such a conviction, a referral is made to the DP to follow up or, if appropriate, a risk assessment is completed (Appendix 3) by the adviser dealing with the applicant. The risk assessment identifies the potential risk being posed on young people and vulnerable adults. No enrolment can be confirmed without a risk assessment taking place and the enrolment form being signed and dated by the DP or, in her absence, a member of the Safeguarding Team.

Applicants with a criminal conviction as identified above will be asked to provide the name of an appropriate support worker so that checks can be made for the purpose of risk assessment. Alternative checks can be made with contacts such as the Public Protection Unit of Cumbria Police.

3.9 Consent for Use of Data and Photographs Used in College Publicity

Good publicity for the College includes the use of photographs and information about current students both in publications and in a wide range of media. To ensure the safety of students, it is a requirement that they give consent for the use of their image, information about them or quote attributed to them. Any consent collected will be valid for 5 years in total.

For students aged under 18 years of age, parental or nominated adult consent will also be required.

The consent form will be completed at the time of enrolment as part of the induction process and marketing personnel will be required to check that consent has not been

withdrawn prior to any use of student image or information that is included in College promotional materials or publicity.

3.10 Reporting and Dealing with Allegations of Abuse Against Members of Staff

The following procedures apply to all staff, whether teaching, administrative, management or support, as well as to volunteers. The word “staff” is used for ease of description.

In rare instances, staff of educational institutions have been found responsible for child abuse. Because of their frequent contact with young people, staff may have allegations of child abuse made against them. The College recognises that an allegation of child abuse made against a member of staff may be made for a variety of reasons and that the facts of the allegation may or may not be true. It is imperative that those dealing with an allegation to maintain an open mind and that investigations are thorough and not subject to delay. The College must ensure it provides effective support to anyone facing an allegation under its duty of care to employees.

Allegations about a member of staff who no longer works at the College or an historic allegation of abuse must be reported directly to the Police.

Procedures for dealing with allegations need to be applied with common sense and judgement, recognising that many cases may well either not meet the criteria below or can be resolved without either a police investigation or enquiries by the local Safeguarding Children Board. Where an allegation listed below has been reported to the Designated Officer, then appropriate escalation to the Police or Safeguarding Children Board should be made:

- Behaved in a way that has harmed or may have harmed a child/young person
- Possibly committed a criminal offence related to a child/young person
- Behaved in a way that indicated that he/she would pose a risk of harm if they worked regularly or closely with children or young people

The following definitions should be used when determining the outcome of allegation investigations and onward referral:

- Substantiated – sufficient evidence to prove the allegation
- Malicious – sufficient evidence to disprove the allegation and there has been a deliberate act to deceive
- False – there is sufficient evidence to disprove the allegation
- Unsubstantiated – there is insufficient evidence to either prove or disprove the allegation
- Unfounded – there is no evidence to support an allegation being made

Staff are provided with guidelines for keeping themselves safe through the staff induction programme and safeguarding training. A Code of Conduct has been drawn up to provide staff with recommendations for behaviour in front of students, both at work and away from work. Staff are advised not to provide personal contact details to students or to the parents of students but to maintain contact only through College means such as email address and telephone number. Staff using social media sites must only communicate with students via official College or course sites. Staff who do not comply with this directive may be subject to College disciplinary policies.

Receiving an Allegation from a Young Person or Vulnerable Adult

A member of staff who receives an allegation about another member of staff from a young person or vulnerable adult should follow the guidelines within 3.7.

The allegation must be reported immediately to the DP or in their absence a member of the safeguarding team. The DP should:

- Obtain written details of the allegation from the person who received it, that are signed and dated. The written details should be countersigned and dated by the DP
- Record information about times, dates, locations and names of potential witnesses.
- The allegation may be reported within one working day to Cumbria's Local Authority Designated Officer (LADO) where the criteria outlined in 3.10 apply.

Enquiries and Investigations

Child protection enquiries by CLSCB or the police are not to be confused with internal, disciplinary enquiries by the College. The College may use the outcome of external agency enquiries as part of its own procedures. The child protection agencies, including the police, have no power to direct the College to act in a particular way, however, the College will assist the agencies with their enquiries.

The College shall hold in abeyance its internal enquiries while the formal police or CLSCB investigations proceed; to do otherwise may prejudice the investigation. Any internal enquiries shall conform to the existing staff disciplinary procedures.

If there is an investigation by an external agency, for example the police, the Principal (or designated person) should normally be involved in, and contribute to, the inter-agency strategy discussions. The Principal (or designated person) is responsible for ensuring that the College gives every assistance with the agency's enquiries. He/she will ensure that appropriate confidentiality is maintained in connection with the enquiries, in the interests of the member of staff about whom the allegation is made. The Principal (or designated person) shall advise the member of staff that he/she should consult with a representative, for example, a trade union.

Subject to confirmation from the police or other investigating agency, the Principal (or designated person) shall:

- inform the young person or parent/carer making the allegation that the investigation is taking place and what the likely process will involve.
- ensure that the parents/carers of the young person making the allegation have been informed that the allegation has been made and what the likely process will involve.
- inform the member of staff against whom the allegation was made of the fact that the investigation is taking place and what the likely process will involve.
- inform the Chair or Vice Chair of Governors of the allegation and the investigation.

The Principal (or designated person) shall keep a written record of the action taken in connection with the allegation.

Suspension of Staff

Suspension should not be automatic. In respect of staff other than the Principal, suspension can only be carried out by the Principal. In the absence of the Principal, the matters will be raised with the Chair of Governors. In respect of the Principal, suspension can only be carried out by the Chair of Governors (or in his/her absence, the deputy chair).

Suspension may be considered at any stage of the investigation. It is a neutral, not a disciplinary, act and shall be on full pay. Consideration should be given to alternatives: eg paid leave of absence; agreement to refrain from attending work; change of, or withdrawal from, specified duties.

Suspension should only occur for a good reason. For example:

- where a young person is at risk.
- where the allegations are potentially sufficiently serious to justify dismissal on the grounds of gross misconduct.
- where necessary for the good and efficient conduct of the investigation.

If suspension is being considered, the member of staff should be encouraged to seek advice, for example from a trade union.

Prior to making the decision to suspend, the Principal (or Chair/Vice Chair of Governors) should interview the member of staff. This should occur with the approval of the appropriate agency from the CLSCB. In particular, if the police are engaged in an investigation, the officer in charge of the case should be consulted.

The member of staff should be advised to seek the advice and/or assistance of his/her trade union and should be informed that they have the right to be accompanied by a TU representative or work colleague. The member of staff should be informed that an allegation has been made and that consideration is being given to suspension. It should be made clear that the interview is not a formal disciplinary hearing, but solely for raising a serious matter which may lead to suspension and further investigation.

During the interview, the member of staff should be given as much information as possible, in particular the reasons for any proposed suspension, provided that doing so would not interfere with the investigation into the allegation. The interview is not intended to establish the member of staff's innocence or guilt, but give the opportunity for the member of staff to make representations about possible suspension. The member of staff should be given the opportunity to consider any information given to him/her at the meeting and prepare a response, although that adjournment may be brief.

If the Principal (or Chair/Vice Chair of Governors) considers that suspension is necessary, the member of staff shall be informed that he/she is suspended from duty. Written confirmation of the suspension, with reasons, shall be despatched as soon as possible, and ideally within one working day.

Where a member of staff is suspended, the Principal (or Chair/Vice Chair of Governors) should address the following issues:

- the Chair of Governors should be informed of the suspension in writing.
- where the Principal has been suspended, the Chair/Vice Chair of Governors will need to take action to address the management of the College

- the parents/carers of the young person making the allegation should be informed of the suspension. They should be asked to treat the information as confidential. Consideration should be given to informing the young person making the allegation of the suspension
- senior staff who need to know of the reason for the suspension should be informed
- depending on the nature of the allegation, the Principal should consider with the Chair/Vice Chair of Governors whether a statement to the students of the College and/or parents/carers should be made, taking due regard of the need to avoid unwelcome publicity

The Principal shall consider carefully and review the decisions as to who is informed of the suspension and investigation. The CLSCB and external investigating authorities should be consulted.

The suspended member of staff should be given appropriate support during the period of suspension. He/she should also be provided with information on progress and developments in the case at regular intervals.

The suspension should remain under review in accordance with the College disciplinary procedures.

Allegations without Foundation

False allegations may be indicative of problems of abuse elsewhere. A record should be kept and consideration given to a referral to the CLSCB in order that other agencies may act upon the information.

In consultation with the designated senior member of staff and/or the Chair/Vice Chair or Governors, the Principal shall:

- inform the member of staff against whom the allegation is made orally and in writing that no further disciplinary or child protection action will be taken. Consideration should be given to offering counselling/support.
- inform the parents/carers of the alleged victim that the allegation has been made and of the outcome.
- where the allegation was made by a young person other than the alleged victim, consideration to be given to informing the parents/carers of that young person.
- prepare a report outlining the allegation and giving reasons for the conclusion that it had no foundation and confirming that the above action had been taken.

Records

Where an allegation is investigated relating to a member of staff and is found to be without substance no record of the investigation should be maintained. Instead a record should be made that an allegation was made, a summary of that allegation, that it was investigated and the outcome.

If a member of staff is dismissed or resigns before the disciplinary process is completed, he/she should be informed about the College's statutory duty to inform the Independent Safeguarding Authority (ISA).

Monitoring Effectiveness

Where an allegation has been made against a member of staff, the Chair/Vice Chair of Governors, together with the senior staff member with lead responsibility should, at the conclusion of the investigation and any disciplinary procedures, consider whether there are any matters arising from it that could lead to the improvement of the College's procedures and/or policies and/or which should be drawn to the attention of the CLSCB. Consideration should also be given to the training needs of staff.

3.11 Staff Recruitment and Selection Procedures

Recruitment and selection of staff and volunteers should be carried out in accordance with the College's Recruitment and Selection policy & procedure

4. **Documentation**

Appendix 1	Definitions
Appendix 2	LSCB Flowchart
Appendix 3	List of relevant agency contact details
Appendix 4	Risk Assessment for those disclosing a criminal record

5. **Reference to Other Policies**

- Health & Safety
- Disciplinary
- Criminal Record Check for Staff
- Recruitment
- Relationships at Work
- IT Code of Conduct
- Bullying & Harassment
- Equality
- Whistleblowing

Definitions

Categories of Abuse

The following are recognised as definitions of abuse as applied to a child, young person or vulnerable adults. Abuse is defined as a form of maltreatment of a child or young person. Somebody may abuse or neglect them by inflicting harm or by failing to act to prevent harm. They may be abused by an adult or adults or another children or young person.

Physical Abuse: Physical abuse causes harm to a person. It may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring.

Neglect: Neglect is the persistent or severe failure to meet a person's basic physical and/or psychological needs. It could result in serious impairment of health or development.

Sexual Abuse/Exploitation: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children

Child sexual exploitation (CSE) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Female Genital Mutilation: Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM.

Emotional Abuse: Emotional abuse occurs where there is persistent emotional ill treatment or rejection. It may cause severe and adverse effects on the person's behaviour and emotional development, resulting in low self-worth. Some level of emotional abuse is present in all forms of abuse.

Self Harm: Self harm is the deliberate infliction of damage to oneself. The term also includes the harm inflicted on the body by those with eating disorders.

Cyber Abuse: Cyber abuse occurs when a person is subjected to threats of abuse, teasing, bullying and grooming for sexual or other forms of exploitation via social networking sites, texting or other electronic forms of communication.

Radicalisation/counter terrorism: the process through which an individual changes from passiveness or activism to become more revolutionary, militant or extremist, especially where there is intent towards, or support for, violence. Driving factors can include lack of integration, identify crises, political disenfranchisement, discrimination, political movements, ideologies or faiths

Definition of Children, Young People and Vulnerable Adults

Definitions of each of these categories is complex and varied and the definitions below should be used as a guideline only. Within the College context, all students who seek assistance will be covered by our safeguarding policy.

Definition of Vulnerable Adult:

Under section 115 (4)(a) Police Act 1997, a person may be considered to be vulnerable if he receives:

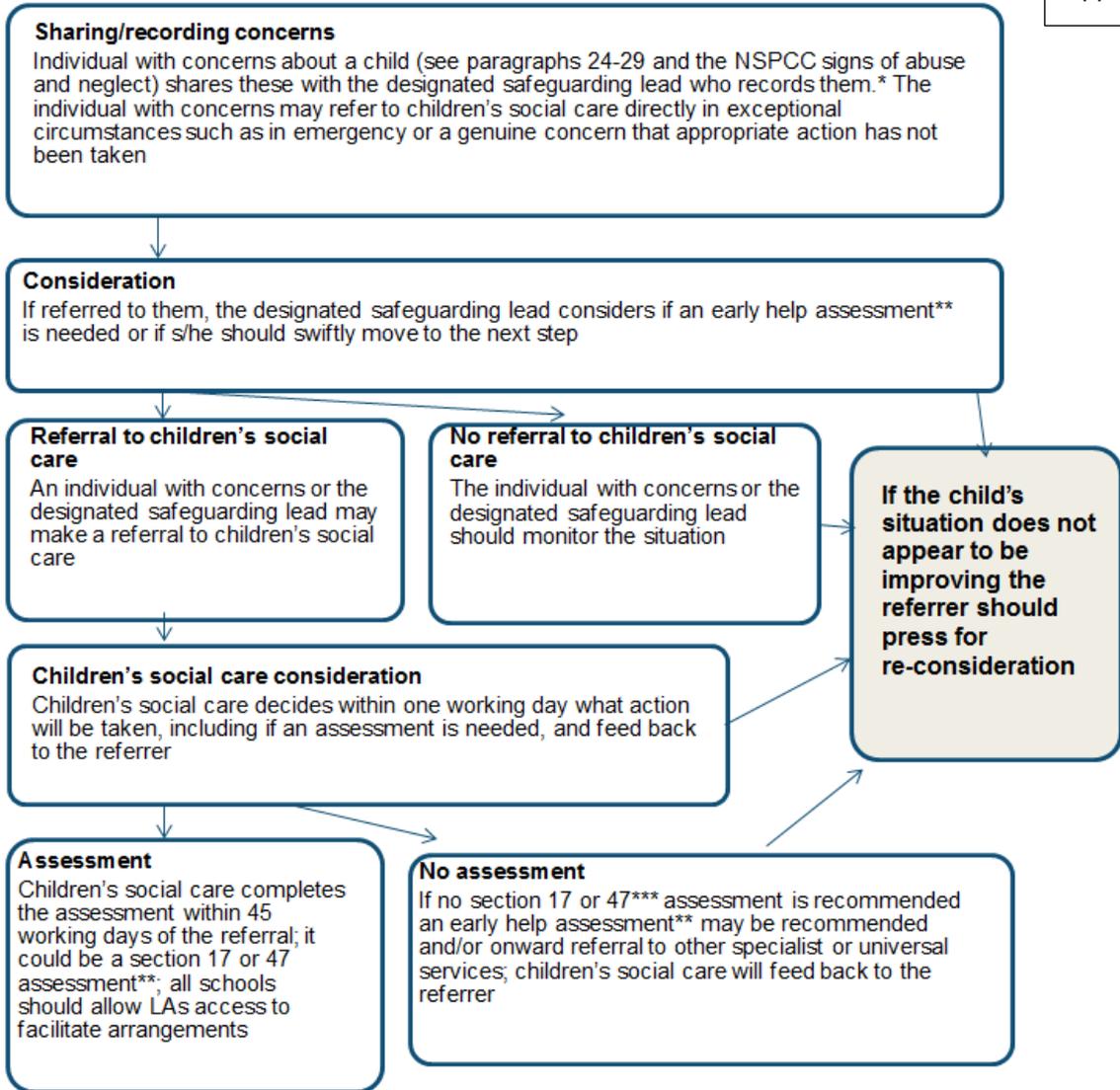
- Accommodation and nursing or personal care in a care home, or
- Personal care in his own home through a domiciliary care agency or
- Health care services provided by an independent hospital, independent clinic, independent medical agency or National Health Service body, or
- Services provided in an establishment catering for a person with learning difficulties
- And, in consequence of any one, or any combination, of the following factors, namely:
 - A substantial learning or physical disability, or
 - A physical or mental illness, chronic or otherwise, including an addiction to alcohol or drugs, or
 - A substantial reduction in physical or mental capacity due to advanced age.
- He is substantially dependent upon others in performing basic physical functions, or his ability to communicate with those providing services, or to communicate with others, is severely impaired, and, as a result he would be incapable to protecting himself from assault or other physical abuse, or there is a potential danger that his will or his moral well-being may be subverted or overpowered.

Definition of a Child

Any reference to a child includes, in addition to a person under the age of 18, a person aged 18, 19 or 20 who has been looked after by a local authority at any time after attaining the age of 16; or has a learning disability.

Persons over the age of 19 who are receiving services under sections 23C to 24D of the Children Act 1989 (c. 41)

Persons over the age of 19 but under the age of 25 who have a learning difficulty, within the meaning of section 13 of the Learning and Skills Act 2000, and are receiving services under that Act.



Contact Details

Agency	Contact Details
Cumbria Safeguarding Hub	Tel: 0333 240 1727 Fax: 01228 221572 Exceptional circumstances out of office hours contact no: 01768 895019 Single Referral Form https://secure3.cumbria.gov.uk/SingleContact/ email:safeguardinghub.fax@cumbria.gov.uk
Lancaster Social Services Office Adults and Children's Services	0300 123 6720 or out of hours 0300 123 6722 (8pm - 8am)
Adult Social Care, South Lakes Anyone aged 18 and over	01539 713378 Fax: 01539 713354. Email: kendalssd@cumbria.gov.uk
Cumbria Police	101

Allegations Against Staff

All allegations against people who work with children must be reported by the employer within one working day to Cumbria's Local Authority Designated Officers (LADO):

To speak to a LADO for advice please contact Multi-Agency Business Support Team on:
Phone 01768 812267

email lado@cumbria.gov.uk or complete the linked form

<http://cumbrialscb.com/elibrary/Content/Internet/537/6683/6687/6755/4168713469.docx>

If the LADO is not available, contact should be made with the Safeguarding Hub on: 0333 240 1727

Risk Assessment following Disclosure of Criminal Record (DBS)

Name of Student:

Course Enrolled on:

Summary of Conviction(s):

Contact details for Offender Manager:

Meeting with student

Date _____

Telephone assessment

Date _____

Indicate whether the risk to others is high, medium or low

Risk identified	Level of Risk L/M/H	Assurance gained from:
The nature of the offence likely to put children, young people or vulnerable adults at risk.		
The offence is linked to terrorism or radicalisation?		
The student will have responsibility for money or items of value.		
The student will have unsupervised access to children, young people or vulnerable adults.		
The student may be put in a position where they are likely to offend again.		
The frequency of the offences is a cause for concern.		
The offence is recent.		
Are there any restrictions linked to the conviction eg tag, computer use, location		
Any additional comments/risks identified		

Following discussion with the student and carrying out a risk assessment of the student, it is recommended that:

The student is accepted on the course/work placement

The student is asked to withdraw from the course/placement because of the nature of the offences

The following people are advised of the nature of the offence on a need to know basis:

Signed by Head of School/Designated Person _____

Date _____