



Heart of Yorkshire Education Group
Safeguarding Policy

Review Cycle: Annually
Next Review Date: October 2023
Person Responsible: Group Safeguarding Lead
Approving Body: Board of Governors

1 Purpose

- 1.1 To demonstrate the Group's commitment with regard to safeguarding and child protection.
- 1.2 To state the responsibilities of the Group in relation to safeguarding children, and adults with care and support needs, in response to current legislation and guidance.
- 1.3 To fulfil requirements of Section 175(4) of the Education Act 2002 which states that governing bodies of maintained schools (including maintained nursery schools), further education institutions and management committees of pupil referral units must have regard to any guidance given by the Secretary of State.

2 Scope

- 2.1 The Children Act 1989 defines a **child** as "a person under the age of 18". This could therefore include:
 - Any student up to the age of 18;
 - Siblings or other family members of any student;
 - Any other persons under the age of 18 participating in Group activities on the Group's premises.
- 2.2 Under the Care Act 2004 safeguarding duties apply to adults (over the age of 18) who:
 - have needs for care and support (whether or not the local authority is meeting any of those needs) and;
 - is experiencing, or at risk of, abuse or neglect; and

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- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

3 Key Principles

- 3.1 All children, and adults with care and support needs, have a fundamental right to be protected from harm.
- 3.2 All young people regardless of age, gender, ability, culture, race, language, religion or sexual identity have equal rights to protection.
- 3.3 The abuse of children, and adults with care and support needs, is a clear infringement of human rights and in many cases may be a criminal offence.
- 3.4 Everyone has a responsibility to act on any suspicion or disclosure that indicates a child, or adult with care and support needs, is at risk of harm or at risk of being drawn into extremism.
- 3.5 We operate within a culture of vigilance, transparency, openness and, if needed, challenge with regards to maintaining high standards in safeguarding.

4 Statement of Policy

- 4.1 The group recognises its moral and statutory responsibilities to safeguard and promote the welfare of all children and vulnerable adults. We endeavour to provide a safe, welcoming environment, where students are respected and valued. We will maintain a culture of vigilance and act quickly, following our safeguarding procedures to ensure our students receive help, support, protection and justice.
- 4.2 The Group recognises the need to cooperate with other local agencies in performing the duties required by the guidance in “Keeping Children Safe in Education” DfE 2021, “Working Together to Safeguard Children” DfE 2018 and the updated Prevent Duty Guidance for further education institutions in England and Wales 2021.
- 4.3 The Group recognises that preventing radicalisation is part of our wider safeguarding duty and will work with local authorities, Counter Terrorism Unit (CTU) Officers and Channel Panels to support students who are vulnerable to being drawn into extremism.

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- 4.4 The Group will establish and maintain policies and procedures to ensure appropriate action and cooperation takes place. In relation to safeguarding children the Group will operate according to the local Safeguarding Children Partnerships, the relevant local procedures and in relation to safeguarding adults with care and support needs according to the Safeguarding Adults Multi-Agency Policy and Procedures for West and North Yorkshire.
- 4.5 The Group Safeguarding Lead is nominated by the Principal to coordinate and manage the procedures related to the safeguarding of children and vulnerable adults across Colleges within the Group. The Executive Director Student Experience and Support is the Senior Lead with overall responsibility for Safeguarding Students. The Executive Director of People is the Senior Lead for staff related safeguarding issues.
- 4.5 The Group will ensure that its employees are fit to work with children and adults at risk and will have recruitment policies and procedures in place which follow best practice and have regard for legislation and guidance.
- 4.6 The Group will ensure that all staff understand their role in relation to the protection of children, and adults with care and support needs, and will include an appropriate statement in job descriptions.
- 4.7 The Group will provide induction and ongoing training to make managers, teaching staff and appropriate support staff aware of the signs of abuse and the Group procedures for recording and reporting suspected abuse or concerns about other members of staff.
- 4.8 The Group will deal with allegations made against staff or students according to the relevant group procedure in conjunction with the West Yorkshire Consortium Procedures Manual, Safeguarding Adults Multi-Agency Policy and Procedures for West and North Yorkshire. Allegations against staff will be reported as required in “Keeping Children Safe in Education” and to the Disclosure and Barring Service as required by the Safeguarding Vulnerable Colleges Act. Allegations against the Principal will be dealt with by a member of the Governing Body.
- 4.9 The Group Counselling Service will operate according to the British Association for Counselling and Psychotherapy guidelines on confidentiality in relation to disclosures of abuse.
- 4.10 The Group will reserve the right to refuse admission to any person who may pose a risk to children or adults at risk.

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- 4.11 The Group will include safeguarding in the curriculum of appropriate programmes which lead to employment with relevant colleges, including sharing information in Disqualification under the Childcare Act 2006.
- 4.12 The Group will ensure that entry to programmes which include placements with relevant organisations, and lead to employment within relevant industries, is subject to a satisfactory enhanced Disclosure and Barring Service checks.
- 4.13 The Group will ensure that appropriate risk assessments are undertaken before students go on placement, both within and outside the Group, in relation to safeguarding children, and adults with care and support needs. The placement pre-assessment questionnaire will refer to child and adult protection issues, including prevent and the students and employers will be briefed. Safeguarding information and Group contacts will be provided to all employers.

5 Monitoring

- 5.1 Implementation of the policy will be reviewed through regular updates and an annual report to the Board of Governors.
- 5.2 Any intermediate updates and actions will be shared via termly meetings of the Safeguarding Development Group.
- 5.3 Ofsted will report on the effectiveness of safeguarding in all inspections under Inspecting Safeguarding in early years, education and skills settings.

6 Review

The Group will review this policy annually as required by the DfE guidance “Keeping Children Safe in Education”.

The Group will continue to develop and improve processes in line with local safeguarding guidelines where these are appropriate to the FE setting.

7 Communication

This policy will be available externally via the Group Website and will be referred to in all prospectuses. It will be promoted to staff through the

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Safeguarding Service Centre(s) for the Group, the essential safeguarding training package and in the inductions for new staff.

8 Supporting documentation

8.1 The following Group documents give further guidance on the application of this policy:

- Safeguarding Procedures
- Bullying and Harassment Policy
- Work Placement Health and Safety Procedures.
- Recruitment and Selection Policy
- Whistleblowing Policy
- Guidance on Safe Working Practice for the Protection of Young People and Staff
- IT acceptable use policy

8.2 This Policy and the related procedures above are driven by the following legislation and guidance:

Child Protection

- Children Act 1989 and 2004 - **updated 2017**
- Education Act 2011 – **last update 19/11/21**
- Working Together to Safeguard Children 2022 – **1/7/22**
- Keeping Children Safe in Education 2021 – **1/9/22**
- Safeguarding Vulnerable Groups Act 2006 – **no updates**
- West Yorkshire Consortium Procedures Manual Online - **Amendments July 2022**
- North Yorkshire Safeguarding Children Partnership procedures – **no updates**
- Guidance for safer working practice for those working with children and young people in education settings 2019 – **no updates**
- Counter Terrorism and Security Act 2015 – **no update 12/2/2015**
- Prevent Duty Guidance for England and Wales 2015 – **last updated 1/4/2021**
- Updated Prevent Duty Guidance for further education institutions in England and Wales 2021 – **1/4/21**

Adult Protection

- Care and Support Statutory Guidance Issued under the Care Act 2014 Department of Health (Updated 2021) – **updated 16/6/22**

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- Joint multi-agency safeguarding adult's policy & procedures 2018 – **no update**
- Safer Practice, Safer Learning: A whole organisation approach to safeguarding vulnerable adults for the learning and skills sector. NIACE/DfES 2007 **no update**

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